



Annual Report

2010

Dear Governor Robert Bentley,

As President, it is with great honor to present you with the FY 2010 Alabama Board of Nursing (ABN) Annual Report. The year presented challenges in the delivery of certain services that impact or potentially impact public safety due to the transfer of \$2.5 million from the Board of Nursing Trust Fund to the General Fund. The revenue flow year to year between LPN and RN renewal periods fluctuates drastically. There are many more RNs and the renewal revenue from that year is used to sustain the following year when revenues are lower from LPN renewal. Currently there are 62,817 Registered Nurses (RNs), 19,006 Licensed Practical Nurses (LPN), and 3470 Advanced Practice Nurses including 1855 Certified Registered Nurse Practitioners (CRNP)s, 1503 Certified Registered Nurse Anesthetists (CRNA)s, 20 Certified Nurse Midwives (CNM), and 92 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. As a result, revisions were made to the 2009-2013 Strategic Plan and some services were eliminated or curtailed. We approved the revision of the organizational structure of the ABN to maintain effectiveness and efficiency. Additionally, only core services were sustained at their current level. The Alabama Board of Nursing is known nationwide for its innovative leadership in nursing regulation and had one of the first Centers for Nursing maintained by a board of nursing in the country. However, the decision was made to not collect additional workforce data that is so important for the state and the nation to analyze the needs for nursing at all levels from LPNs to Advanced Practice Nurses, as well as for research. This data was the basis for many grants at our state schools of nursing to increase the access of a nursing education to underserved populations; now we do not have that centralized data repository. Travel was restricted in-state and only travel funded by the National Council of State Boards of Nursing (NCSBN) was allowed. Part of the board's mission is to update practitioners, educators, and nursing leadership statewide on new or revised regulations; this was not accomplished due to the travel restrictions.

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 disciplinary action, definitions, the Voluntary Disciplinary Alternative Program (VDAP), as well as review of the law specific to summary suspensions, were reviewed, revised, and/or repealed. During FY 2010, the Board received 1,604 complaints against licensed nurses and applicants for licensure. At the end of the fiscal year, 1,039 disciplinary cases remained pending at the Board, and the Board was monitoring 672 licensees through either the Board's Voluntary Disciplinary Alternative Program or probation monitoring. Following completion of their investigations, 135 licensees voluntarily surrendered their licenses to the Board prior to the issuance of an administrative complaint. The Board also closed 555 cases without action following investigation of the complaints. In FY 2010, the Board issued 90 Administrative Complaints, prosecuted 71 cases, accepted the voluntary surrender of the license from 19 licensees following the issuance of an Administrative Complaint, and disciplined the license of an additional 329 licensees through informal disposition with a Consent Order. Of those licensees disciplined, seven were advanced practice nurses (CRNA, CRNP, CNM, or CNS). At the end of the fiscal year, the Board was monitoring 341 licensees through probation of their license and VDAP was monitoring 331 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 which require more time to investigate. The board added an Assistant General Counsel to staff in order to keep pace with discipline cases and the outcomes of that addition will be reflected in FY 2011.

New rules and amendments were approved for the Advanced Practice sections of the Administrative Code. Additionally, Grace Vacheresse was appointed by the ABN to the Joint Committee for Advanced Practice Nursing, adding further diversity and reflection of the state population we serve. Public hearings were held concerning definitions and standards of nursing practice related to RN and LPN practice; standardized procedure applications were also approved or disapproved by the board.

The board approved the 2010 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 (23 community college LPN and 28 ADN; 16 BSN). 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. 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 uniform core licensure requirements and model language for boundaries and sexual misconduct.

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
President, Alabama Board of Nursing



Sylvia Nobles, Vice-President
MSN, CRNP, Dothan, AL



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



Sharon Pugh, Secretary
LPN, Tuscaloosa, AL

Alabama Board of Nursing



2010



Melissa Ragsdale Ruiz Bullard, Board Member
LPN, Decatur, AL



Monica Cauley, Board Member
MSN, RN, Opp, AL



Katherine E. Dearman, Board Member
RH, PhD, Mobile, AL



Maggie Lee Hopkins, Board Member
LPN, Fairfield, AL



Gregory Tyrone Howard, Board Member
LPN, Tuscaloosa, AL



Lynda F. LaRue, Board Member
ADN, RN, CMTE, Blountsville, AL



Martha G. Lavender, Board Member
RN, MSN, DSN, Hokes Bluff, AL



Amy Price, Board Member
MSN, RN, Sylacauga, AL



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



E. Laura Wright, Board Member
MNA, CRNA, Birmingham, AL

BOARD OF NURSING MEMBERS AND STAFF
OCTOBER 1, 2009 - SEPTEMBER 30, 2010

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

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

AGENCY 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
Kathryn Wetherbee, JD	Asst. General Counsel
Gilda B. Williams, JD	Asst. Attorney General
Barbara A. Johnson, MS, CPM	Director, Administrative Services
Jennifer Weaver, MBA	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 Anderson, MSN, RN	Nursing Consultant, VDAP
Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Practice/Advance 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, RN	Retired State Employee
Rebecca Goodson, BS	Personnel Assistant III
Frederick Harrell	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
Karen Grimes	Docket Clerk
Vicky H. Moseley	Docket Clerk, Probation
Klisha Potts	Docket Clerk, Investigations
Teresa Stephens	Docket Clerk, VDAP
Javonda Kennedy	ASA III
Wendy Looney	ASA III
Robert Moscatiello	ASA III
Brenda Adams-Packer	ASA III
Carol Smith	ASA III
Misti Broadnax	ASA II
Cassandra Burrell	ASA II
Vanessa S. Mathis	ASA II
Debra J. Starks	ASA II
Nartica Glover	ASA I
Dorene Mitchell	ASA I
Sandra Porter	ASA I

FY 2010 Board Activities

The Alabama Board of Nursing met each month during FY 2010. Six of the meetings were one day and six were scheduled for two days. A quorum was present for each meeting and the actions taken by the Board are detailed in Appendix A.

The MISSION of the Alabama Board of Nursing is to safeguard and promote the health, safety and welfare of the public through licensing and approval of qualified individuals and adopting and enforcing legal standards for nursing education and nursing practice. The Board's activities are directed toward achieving the Mission. The Board members and staff adhere to the principles and values identified in the stated VALUES.

- **Integrity.** The Board approaches its decisions with honesty and forthrightness.
- **Fairness.** The Board's decisions are based on the law with consistency in application to achieve equal treatment.
- **Objectivity.** The Board values objective, evidence-based data, including facts and circumstances in enforcing the law.
- **Quality.** The Board values evidence-based decisions that are legally sound, fiscally responsible, and operationally efficient.
- **Collaboration.** The Board works with other organizations, agencies, groups and individuals to assure the best outcome in reaching its decisions. The Board is also committed to sharing data regarding the nursing workforce.
- **Innovation.** The Board is committed to innovative uses of technology and processes to support the mission of the Board.
- **Diversity.** The Board respects varying perspectives, cultures, and ideas.

The Board's VISION is that the Alabama Board of Nursing will be nationally recognized as a leader in achieving regulation of nursing education and practice.

During six of the 18 Board meetings during FY 2010, the Board reviewed the strategic plan including performance measures for each area of the law mandated as Board function. The strategic plan is located in Appendix B. The strategic plan is for FY 2009 through FY 2013. The ABN meetings were posted on the Secretary of State's web site as required by the Alabama Open Meetings Act and also posted on the Board's website.

A significant issue for the Board in FY 2010 was the transfer of \$2.5 million from the Board of Nursing Trust Fund to the State of Alabama General Fund. Although the Board saved money to pay for the customized licensing database and to complete other long range projects, members of the administration viewed the money as a "surplus" and elected to transfer the money. The Board reduced or eliminated activities including the Center for Nursing, travel for presentations, out of state travel, in-state travel, subscriptions, membership in organizations (other than the National Council of State Boards of Nursing, Inc.), and any activity deemed not to be a requirement by the law. While the Board members and staff typically provided 60+ presentations a year, only those presentations that did not require travel occurred. The presentations thus were restricted to the local Montgomery area.

Open Forum

The Board allocates one hour of each Board meeting for Open Forum. Individuals or organizations may present information to the Board

either upon request or upon request of the Board. The following Open Forum presentations occurred in FY 2010.

November 2009:

•Diana Dowdy, MSN, CNM, presented information related to her Doctor of Nursing Practice clinical project specifically related to on-site collaboration time between CRNPs/CNMs and collaborating physicians.

•Lori Lioce, MSN, CRNP, presented information on her Doctor of Nursing Practice clinical project specific to prescription privileges for CRNPs and CNMs.

December 2009:

•Board member Harry I. Brown, Jr. used his last meeting to present information to the Board on how to be an effective public speaker.

•Dr. Jean Lazarus presented an update on the advanced practice research and regulation issues for advanced practice nurses.

January 2010:

•The Executive Officer presented a video from the television show, "Intervention" specific to fentanyl addiction.

February 2010:

•The Executive Officer presented a video from the television show, "Intervention" specific to prescription medications addiction.

March 2010:

•Dr. Jean Lazarus and Dr. Jerry Ingram from Southeast Research presented preliminary results from the consumer study specific to advanced practice nurses.

April 2010:

•Mark Wilkerson, Esq., Hearing Officer for the Board's administrative hearings, discussed in general terms, how he reaches decisions in contested cases.

August 2010:

•AUM Center for Advanced Technologies presented findings from the project "Business Simulation Modeling for Legal Division" and discussed both the process and outcomes.

•Laura Wright, MNA, CRNA, presented her doctoral dissertation research related to "Substance Dependence in Nurse Anesthetists."

Any individual or organization with a topic or concern of interest may present to the Board, by contacting the Executive Officer, within two weeks of the scheduled Board meeting dates.

Promulgation of Regulations

A central activity of the Board is the promulgation of regulations. The Nurse Practice Act is the statute that guides the Board's decisions and activities. The Alabama Board of Nursing Administrative Code contains the regulations that are meant to clarify, amplify, and explain the Nurse Practice Act. Processes for licensure, for example, are included in the regulations based on the requirements of the Nurse Practice Act.

The Board set a standard to review regulations every three (3) years. Board staff prepares amendments or revisions and present those to the Board during regular meetings. Deliberation, review, changes, and distribution to stakeholders occur prior to the final certification of changes. The proposed changes are posted on the Board's web site and sent via list serve to individuals who may be impacted by the changes.

The Board methodically reviews regulations using the APPLE model. Having a model for review assures consistency in the questions asked and the evaluation of the proposed changes.

A: Administratively feasible: A key issue for the Board is whether the proposed change is feasible to carry out. For example, at one point there was discussion about providing nurses with photo license cards. Unfortunately, obtaining photos for approximately 80,000 licensed nurses was found not to be feasible yet.

P: Publicly credible: The Board is required to provide for public protection. In the context of rules changes, the Board members and staff ask if the proposed changes are credible to the public we are obligated to serve. The consumer board member helps with this analysis.

P: Professionally acceptable: The Board sends proposed changes to various professional groups to ask for input. In addition to posting the proposed changes on the Board's web site, those proposed changes were sent via electronic mail list serve asking for feedback.

L: Legally defensible: The Board's General Counsel reviews proposed regulations to assure the changes are in line with the statutes.

E: Economically affordable: A fiscal impact is always part of the analysis. In the example provided above regarding photos on licenses, the costs associated with obtaining those photos and having them printed on the cards were insurmountable.

The Board's rulemaking activities during FY 2010 are listed here.

Rule 610-X-4-.14, Fees: The Board proposed changes in the fee schedule found in Rule 610-X-4-.14 on October 15, 2009 due to the transfer of \$2.5 million to the State General Fund. The concern was that there would be insufficient funds available at the end of FY 2010 and beginning of FY 2011 to continue funding the Board's operations. Once the Board approved final certification in November 2009, the Board had to appear from the

Joint Council for Regulation Review in December 2009. The legislature denied the fee increases and that position was supported in the 2010 regular legislative session. As there was no increase in fees and transfer of monies, the Board eliminated previously provided services to the members of the public and the nursing profession throughout FY 2010.

Chapter 610-X-6, Standards of Nursing Practice: Based on feedback from the community of nurses, other state agencies, and interested parties, the Board began significant changes to Chapter 610-X-6, Standards of Nursing Practice in FY 2009. The changes included adding standards for documentation, medication administration and safety, and wound care assessment and management. A significant change was the addition of definitions and regulations specific to comprehensive and focused assessments. The changes became effective December 28, 2009.

Chapter 610-X-7, Standards of Nursing Practice—Specific Settings: The Board decided to move those regulations related to specific settings to Alabama Board of Nursing Administrative Code, Chapter 610-X-7. Regulations specific to school nurses, community mental health residential settings, sexual assault nurse examiners, and registered nurse first assistants were moved to Chapter 7. The new chapter became effective December 28, 2009.

Clinical Nurse Specialists: The Board proposed changes to qualifications for approval to practice as a clinical nurse specialist and new rules for reinstatement of clinical nurse specialist approval from Chapter 610-X-9, Advanced Practice Nursing. The American Nurses Credentialing Center (ANCC) announced a core examination for

Clinical Nurse Specialists and shortly thereafter announced the core examination would no longer be offered. As a result, the Board elected not to proceed with adding the ANCC core exam to the rules. There was no further action on Rule 610-X-9-.07, Qualifications for Approval to Practice as a Clinical Nurse Specialist. The Board moved forward with the new rule for specifying Reinstatement of Clinical Nurse Specialist Approval, Rule 610-X-9-.12.

Chapter 610-X-5, Advanced Practice Nurses in Collaborative Practice: Board members and staff worked on amendments to the rules specific for CRNPs and CNMs in collaborative practice. Potential amendments passed between the Board of Nursing and the Board of Medical Examiners throughout FY 2010. No final action was taken.

Chapter 610-X-3, Nursing Education Programs: Maintaining its three year cycle of review, the Board proceeded with the amending of Chapter 610-X-3, Nursing Education Programs in FY 2010. Final action occurred in FY 2011 but the majority of the amendment work occurred in FY 2010. Along with the main chapter, the Board amended the definitions specific to nursing education programs in Rule 610-X-2-.03.

Chapter 610-X-8, Disciplinary Action: The Board repealed and replaced Chapter 610-X-8, Disciplinary Action as well as the definitions related to disciplinary action in Rule 610-X-8-.02. The new rules added provisions from changes to the Nurse Practice Act as well as incorporating the standards of practice in the Alabama Board of Nursing Administrative Code. The new chapter on disciplinary action became effective June 25, 2010.

Chapter 610-X-13, VDAP: Regulations specific to the Voluntary Disciplinary Alternative Program (VDAP), Chapter 610-X-13, were amended by the Board in FY 2010. The definitions

specific to VDAP were amended as well. The changes in the regulations became effective September 24, 2010.

Chapter 610-X-4, Licensure: Amendments to Alabama Board of Nursing Administrative Code, Chapter 610-X-4, Licensure began in FY 2010 and completed in FY 2011. The definitions specific to licensure were also amended.

Declaratory Rulings

Pursuant to Section 41-22-11 of the Code of Alabama (1975), the Alabama Board of Nursing has jurisdiction to issue declaratory rulings with respect to the applicability to any person or state of facts of any rule or statute enforceable by it. See also Alabama Board of Nursing Administrative Code § 610-X-1-.09. The Board issued two declaratory rulings in FY 2010. Declaratory rulings are posted on the Board's web site, www.abn.alabama.gov, under "Laws."

Steve Sykes, M.D.

Dr. Steve Sykes, an anesthesiologist from Dothan, Alabama, petitioned the Board of Nursing for a declaratory ruling to determine if certain procedures were within the scope of practice of certified registered nurse anesthetists (CRNA).

The Board issued a declaratory ruling on March 19, 2010 that stated:

1. It is within the scope of practice for an Alabama CRNA with the documented education, training, and experience to place epidural, brachial plexus, or femoral catheters for use in infusing local anesthetic agents and analgesic agents.
2. It is within the scope of practice for an Alabama CRNA with the documented education, training, and experience to perform epidural steroid injections.
3. It is within the scope of practice for an Alabama CRNA with the documented education, training, and experience to perform peripheral nerve

blocks.

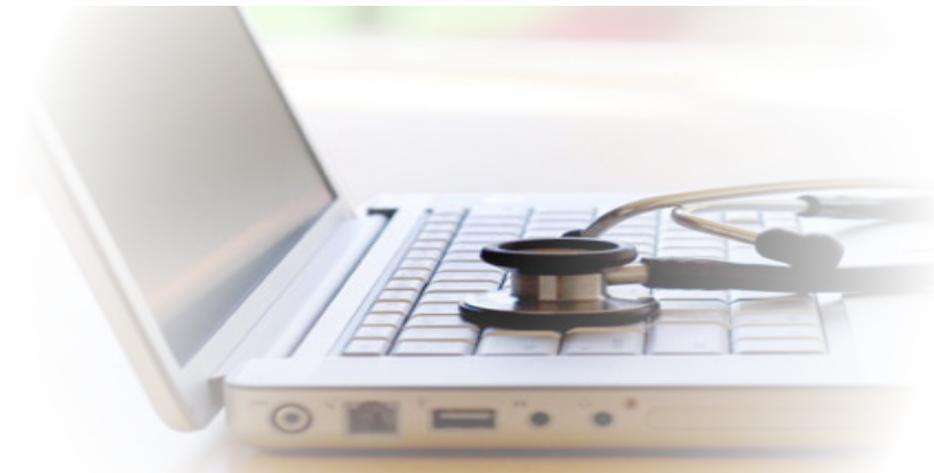
4. The Board lacks sufficient information to determine whether spinal facet joint injections could fall within the scope of an Alabama CRNA's practice.

5. It is not within the scope of practice for an Alabama CRNA to make medical diagnoses. However, if an Alabama CRNA is receiving direction from a physician licensed to practice medicine or a dentist, the Alabama CRNA may determine the appropriate anesthesia for the circumstances and condition of the selected patient without such conduct being considered the making of medical diagnoses.

Lurleen B. Wallace Community College Nursing Programs:

One of the legal requirements for nursing faculty is the possession of a graduate degree in nursing or other health-related field. Two individuals at the Lurleen B. Wallace Community College were enrolled in a graduate program. The College requested a short exemption from the graduate degree requirement so that these two individuals could be employed as of August 12, 2010 with an anticipated graduation dates of September 11, 2000. The Board granted the declaratory ruling with a date certain for official notification of the individuals' achievement of the masters' degree in nursing. Subsequent review revealed that both individuals earned masters' degrees in nursing within the time specified.

Information Technology



During the past few years, the Board enhanced and increased its use of technology. From providing online applications for licensure to communicating with various groups via a list serve, the Board looks for ways to improve services to the public and licensed nurses. FY 2010 focused on the development of a customized licensing database as well as revision of online applications.

The Board collaborated with the Center for Advanced Technology at Auburn University, Montgomery to redesign and implement an updated web site at www.abn.alabama.gov. The previous web site had minimal changes since FY 2000 and a fresh look was needed as well as improved navigation capabilities. Daily statistics on the number of licensed nurses in Alabama placed on the first page of the site was one improvement. Improved graphics, establishment of a menu for Board programs, and consolidation of the Nurse Practice Act, *Alabama Board of Nursing Administrative Code*, Declaratory Rulings, and Proposed Rules Changes into one location made navigation around the site easier for the user. License look up, although not primary source verification, enhanced to add disciplinary action type and date where applicable and collaborating physician information for certified registered nurse

practitioners and certified nurse midwives in collaborative practice.

Five individuals in the Information Technology section of the agency keep the internal network, individual personal computers for Board members and staff, web site, and other technology up to date, monitored and repaired as needed to reduce delays in accomplishment of work. One IT staff member provides support to Board members since the Board meetings remain essentially paperless. Each Board member is issued a laptop and for each meeting, a USB flash drive containing meeting materials is mailed to each member two weeks prior to the scheduled meeting.

The Board meetings are open to the public and increasing numbers of visitors came to the meetings during FY 2010. The Board leased additional office space and renovated part of the space to a state-of-the-art Board room with additional seating for visitors. In addition to the gallery area with about 35 seats, an overflow room will accommodate another 20 seats and observe the meeting via closed circuit TV. Two schools that routinely bring nursing students to Board meetings are Alabama Southern Community College in Monroeville and Thomasville and Southern Union Community College in Valley.

Microphones and speakers improve the ability of Board members, staff and visitors to hear the proceedings. Recording software allows the recording of meetings to improve composition of Board meeting minutes.

Board staff also collaborated with the Center for Advanced Technology at Auburn University Montgomery to simulate legal cases going through the Board's processes. Identifying specific resources and functions occurred for several months. The volume of complaints increased and there were bottlenecks in the process. The simulation software and subsequent analysis led to some changes in the Board's operations during FY 2010.

Licensing

The Board implements processes to assure that only those qualified to receive a license are entered to the profession of nursing in Alabama. Five staff members and a portion of another staff member's time are assigned to the licensing section of the agency. The areas of licensing are Exams, Endorsements, Reinstatements, Verifications, and Advanced Practice.



During FY 2010, the licensing section processed the number of individual applications listed in the table below

Type of Application	# RN	# LPN
Examination	4,905	1,042
Exam-Temp Permit	1,701	489
Endorsement	2,011	405
Endorse-Temp Permit	356	153

A total of 1,281 previously licensed individuals submitted applications for reinstatement of a lapsed license in FY 2010. Eleven individuals applied for reinstatement of a revoked license.

During the course of FY 2010, Board staff processed 5,612 license verification requests. Primary source verification through the license verification process may be requested by licensed nurses for various reasons—to other Boards of Nursing, to graduate schools, or as evidence of the individual’s credentials. Members of the public may also request a license verification.

FY 2010 included three months of LPN renewal from calendar year October 1, 2010 through December 31, 2010. A total of 14,009 LPNs renewed their active licenses during that three month period. FY 2010 included one month of RN renewal in the month of September 2010. In that one month, a total of 3,086 RNs renewed their active licenses. License renewal crosses two fiscal years. A report of the population of licensed nurses is located in Appendix C.

Nursing Education Programs

The Board of Nursing regu-

lates nursing education programs through rules that address establishing a new program, standards for approval, outcome standards, and review of nursing education programs. Chapter 610-X-3, Nursing Education Programs of the Alabama Board of Nursing Administrative Code outlines the standards by which the board evaluates approved nursing education programs in Alabama. At the end of FY 2010, there were 68 approved nursing education programs: 27 Associate degree RN (ADN) programs, 16 Baccalaureate degree RN (BSN) programs and 25 Practical Nursing (PN) programs. A listing of Board-approved nursing programs is in Appendix D.

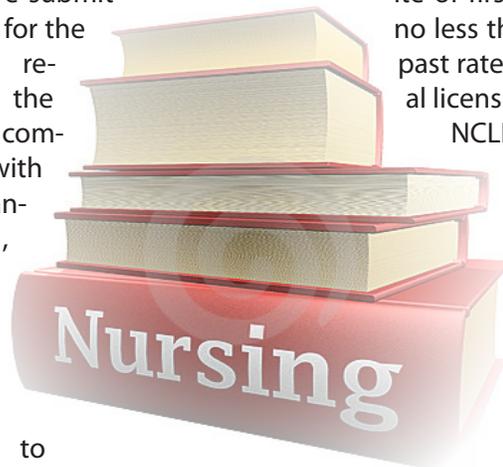
The Board requires potential new programs to submit a letter of intent, feasibility study, and application that comply with the standards for establishing a new nursing program. A letter of intent and feasibility study are submitted first for the Board’s review. If the study complies with the standards, programs receive approval to submit an application and pay the application fee for establishing a new program. South University, Montgomery, Alabama received provisional approval for a BSN program in January 2010. ITT Technical Institute, Madison, Alabama, received approval to submit an application for establishing an Associate Degree Nursing Program after submitting a letter of intent and feasibility study.

One outcome measure of how well programs are preparing graduates is the National Council License Examination (NCLEX®). The

Board requires candidates for licensure to pass an examination that measures competencies for entry-level practice. The Board uses the National Council of State Boards of Nursing NCLEX-RN® and NCLEX-PN® examination as a final requirement prior to licensure. For FY 2010 (10/01/09-09/30/10), for Alabama RN programs 3,383 candidates wrote the exam, 2,891 passed the exam for an NCLEX-RN® pass rate of 85.46%. The national pass rate for the same period was 87.6%. For FY 2010 NCLEX-PN® writers there were 881 first time writers with 837 passing for a pass rate of 95.01%. The national pass rate for this period for NCLEX-PN® was 86.40%. Alabama graduates of PN programs as a composite of first time writers scored above the national pass rate in FY 2010.

Alabama Board of Nursing Administrative Code, Rule 610-X-3-.04(2) requires that graduates, as a composite of first time writers, shall achieve no less than an eighty percent (80%) past rate on a board selected national licensure exam. The Board reviews NCLEX® performance of nursing education programs annually. A list of approved registered nursing programs and practical nursing programs with three years of NCLEX® performance is located on the Board’s web site, www.abn.alabama.gov under nursing education programs.

The Board issued Notices of Correction for FY 2010 to programs that corrected deficiencies previously issued by the Board: Jacksonville State University BSN, Bishop State Community College ADN, Chattahoochee Valley Community College ADN, and Calhoun Community College ADN. The Board issued Notices of Continued Deficiencies for FY2010 for two programs which for the second year fell below the 80% standard for first-time writers: Springhill College-BSN program and Lawson State Commu-



nity College ADN program. Springhill College BSN program had a 79.2% pass rate for first-time writers in FY 2008. The FY 2009 results were 78.6%. Lawson State Community College ADN program had a 68.3% pass rate for first-time writers in FY 2008. The FY 2009 results were 79%. Nursing program administrators for both programs were invited to a Board meeting to provide an update on their progression in removing the deficiency. Springhill College BSN program attended the Board's March 18, 2010 meeting and Lawson State Community College ADN program attended the Board's April 15, 2010 meeting.

Rule 610-X-3-.05(1) of the *Alabama Board of Nursing Administrative Code* specifies that the Board conduct surveys and evaluations as necessary to determine nursing education pro-

grams' compliance with all standards. During FY2010 onsite surveys were conducted for three programs that received a Notice of Deficiency for failing to meet the outcome standard for NCLEX-RN®: Snead State Community College ADN Program (June

8-9, 2010), University of Mobile-ADN Program (June 21-22, 2010) and Herzing University ADN Program (July 20, 2010). Board staff made follow-up visits to two provisionally approved programs due to frequent changes in leadership of the programs and stu-

Provisionally Approved Nursing Education Programs

Name of School	Location	Type of Program	Approval Date
Herzing University	Birmingham	PN to ADN Mobility	May 2008
South University	Montgomery	BSN	January 2010
Stillman College	Tuscaloosa	BSN	July 2006
Tri-State Institute	Birmingham	PN	November 2008
Virginia College	Birmingham	ADN	September 2008
Virginia College	Montgomery	ADN	September 2008
Virginia College	Mobile	ADN	January 2009

Notices of Deficiencies

Program Name and Type	Pass Rate	Board Action
Springhill College-BSN	78.6%	Notice of Continued Deficiency Expected date of correction: September 30, 2010
Lawson State Community College ADN	79.0%	Notice of Continued Deficiency Expected date of correction: September 30, 2010
Snead State Community College ADN	75.5%	Notice of Deficiency Expected date of correction: September 30, 2011
University of Mobile ADN	78.3%	Notice of Deficiency Expected date of correction: September 30, 2011
Herzing University-PN to ADN Mobility	75.0%	Continued Provisional Approval Expected date of Correction: September 30, 2010
Stillman College BSN	66.7%	Continued Provisional Approval Notice of Deficiency Expected date of Correction: September 30, 2010

dent complaints: July 13, 2010 Virginia College – Montgomery and July 20, 2010 Virginia College – Birmingham.

Notices of Deficiencies were issued to Stillman College BSN and Chattahoochee Valley Community College ADN for failure to comply with the standards of approval for nursing education programs. Programs provided evidence of their capability to carry out prescribed minimum standards to educate students of registered nursing programs and documentation of correction of the deficiency within the 30 days stipulated by the Board.

The Board received notice that the following nursing education programs based outside the state were providing students clinical learning experiences in Alabama:

- West Georgia Technical College- ADN at Northeast Alabama Regional Medical Center in Anniston, AL
- Mississippi University for Women at Bryce Hospital, Tuscaloosa, AL

Standardized Procedures

The *Alabama Board of Nursing Administrative Code*, Rule 610-X-6-.12 includes rules for the practice beyond the basic nursing education of registered nurses and licensed practical nurses through the implementation of Standardized Procedures. A report from the chief nurse of the healthcare facility is submitted annually in a format specified by the Board that identifies the procedures performed by nurses, supervision required and limitations, if applicable. The report is separated by type of facility rather than by type of nurse. The report of standardized procedures in hospitals is further separated by the number of licensed beds. Rankings for the major categories the past several years are located

in Appendix E.

Nursing Homes: The most frequent procedure performed for the past five (5) years has been reinsertion of a gastrostomy tube in a mature site. This procedure is closely followed by reinsertion of a suprapubic catheter in a mature site and access; care and management of central lines including PICCs and ports; applications and management of Wound Vacs; insertion of nasogastric tubes by LPNs; changing and reinsertion of mature tracheostomy tubes; and debridement of pressure ulcers.

Hospitals: At the request of facilities and with approval from the ABN, the report of standardized procedures in hospitals was further separated by the number of licensed beds.

Hospitals <50 beds: The most frequent procedure beyond basic education reported as being performed for the past five (5) years has been resuscitation involving defibrillation. Other procedures beyond basic education that have consistently remained in the top 10 include arterial puncture; endotracheal intubation; cardioversion; access and management of central lines including PICCS and ports; reinsertion of gastrostomy tubes in a mature site insertion; insertion and removal of nasogastric tubes by LPNs; application of temporary external pacemakers; moderate sedation; and changing and reinsertion of tracheotomy tubes in a mature site.

Hospitals 50-100 beds: The most frequent procedure beyond basic education reported as being performed for the past five (5) years has been resuscitation involving defibrillation. Other procedures beyond basic education that have consistently remained in the top 10 include administration of local anesthetics; cardioversion; access and management of central lines including PICCS and ports; reinsertion of gastrostomy tubes in a mature site; insertion and removal of nasogastric tubes by LPNs; application of temporary external pacemakers; moderate seda-

tion; and changing and reinsertion of tracheotomy tubes in a mature site. Application and maintenance of the Wound Vac was added to the current report by the CNOs.

Hospitals 101-300 beds: The most frequent procedure beyond basic education reported as being performed for the past four (4) years has been resuscitation involving defibrillation. Other procedures beyond basic education that have consistently remained in the top 10 include care and removal of arterial/venous sheaths; obtaining cardiac outputs through hemodynamic monitoring and pulmonary artery catheters; cardioversion; administration of chemotherapy; access and management of central lines including PICCS and ports; insertion, management and removal of endotracheal tubes; labor and delivery nursing procedures, neonate nursing procedures and moderate sedation.

Hospitals 301-400 beds: The most frequent procedure beyond basic education reported as being performed during 2009 was continuous renal replacement therapy (CRRT) and dialysis. Other procedures beyond basic education that have consistently remained in the top 10 include neonate nursing procedures; care and removal of arterial/venous catheter sheaths; administration of chemotherapy; moderate sedation; application of temporary external pacemakers; resuscitation; labor and delivery nursing procedures and obtaining cardiac outputs through hemodynamic monitoring and pulmonary artery catheters. Cardioversion was added to the current report by CNOs.

Hospitals >400 beds: The most frequent procedure beyond basic education reported as being performed for the past three (3) years has been access and management of central lines including PICCS and ports. Other procedures beyond basic education that have consistently remained in the top 10 include care and removal of arterial/venous catheter sheaths; admin-

istration of chemotherapy; labor and delivery nursing procedures; obtaining cardiac outputs through hemodynamic monitoring and pulmonary artery catheters; resuscitation; moderate sedation; surgery nursing procedures. Management of epidural catheters was added by the chief nursing officers for the 2010 report reflecting care in 2009, replacing intracranial pressure monitoring.

Ambulatory Surgery Centers: The most frequent procedure performed for the past three (3) years has been moderate sedation. Other procedures beyond basic education that have consistently remained in the top 10 include the circulating nurse activities and procedures; scrub nurse activities and procedures; equipment and patient safety procedures; resuscitation involving defibrillation; specimen handling and management; surgical counts of needles, sponges, sharps and instruments; performing 12 lead EKGs; operating and assisting with equipment; and infection control.

Home Health: The most frequent procedure performed for the three years of 2006-2008 was the reinsertion of gastrostomy tube in a mature site. In 2009-2010, the most frequent procedure beyond basic education reported was the changing and reinsertion of tracheostomy tubes in a mature site. This procedure is closely followed by access and management of central lines including PICCS and ports; reinsertion of suprapubic catheters and nephrostomy tubes in a mature site; care and maintenance of wound vacs®; chest and pleural-peritoneal tube management; administration of local anesthetics with IV/sq/IM injections; insertion and removal of nasogastric tubes; and enzymatic and chemical debridement of pressure ulcers. Wound staging was added by the chief nursing officers for the current report reflecting changing practice in 2009.

Hospice: The most frequent procedures performed for the three years of 2006-2008 was the access and

management of central lines including PICCS and ports. In the 2009-2010 reports, the most frequent procedure beyond basic education reported was pain management to include po, sq, IV, rectal, transdermal medications and nebulized morphine. Other procedures reported included reinsertion of gastrostomy tubes in mature sites; reinsertion of suprapubic catheters in mature sites; and the changing and reinsertion of tracheostomy tubes in mature sites; wound assessment and care; chemical and enzymatic wound debridement; insertion and removal of nasogastric tubes; management and care of ostomies and colostomies; and care and maintenance of wound vacs.

Medical Transport Companies: Helicopter transport staff 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 began the reporting of standardized procedures beyond basic education with the 2008 Report. The top procedure beyond basic education reported in 2010 was airway management including nasal and endotracheal intubation, combitube, LMA (laryngeal mask airways) and King Airway insertion. Other procedures beyond basic education performed included IV access by intraosseous, external jugular and umbilical; mechanical ventilation; needle decompression of tension pneumothorax, needle cricothyrotomy; gastric decompression; rapid sequence intubation or drug assisted intubation; resuscitation including ACLS, PALS and NRP; and administration of neuromuscular blockers and paralytics.

ESRDs (End Stage Renal Dialysis Centers): The most frequent procedure performed for the three years of reporting was the initiation of hemodialysis through permanent catheter and vascular access. Other procedures reported included termination of hemodialysis through permanent catheter or vascular access; operation of

equipment; infection control including handling hazard/biohazard material; administration of medication, fluid, blood, and thrombolytic agents; equipment and solution safety; monitoring and treatment of dialysis emergencies; removal of central venous catheters; peritoneal dialysis and resuscitation.

Infusion Companies: Chemotherapy administration was the most common procedure reported by infusion companies. In the previous four (4) years, the top procedure had been PICC insertion, care, maintenance and removal. Other procedures included care, maintenance and access of Ports and VADS; administration of longer infusions, IGG, IVIG, TNP, Remicade and first dose antibiotics; access and management of central lines including Groshong and Hickman catheters; intrathecal and epidural patient management and de-clotting of central lines using Activase.

State Correctional Facilities: The state correctional facilities contracted through CMS (Correctional Medical Services) began the reporting of standardized procedures beyond basic education with the 2008 Report.

Advanced Practice Nursing

The Board grants approval for qualified registered nurses to perform advanced practice nursing in four categories of specialty practice. During FY 2010, 268 RNs received initial approval as Advanced Practice Nurses (APN) after meeting the requirements for graduate education and national specialty certification in one category.

The APN receives a wallet card, in addition to the RN wallet card, that identifies the nurse and the authorized APN specialty. Along with renewal of the RN license, the APN must apply for

renewal of APN approval every two years. The APN must maintain national specialty certification at all times. The Board requires primary source verification from the national certifying organization as evidence of initial certification and successful recertification.

Advanced Practice Regulation and National Policy Perspectives

The Board is a member of National Council of State Boards of Nursing, Inc. (NCSBN), and participates in discussion about regulation of advanced practice nurses throughout the United States and the territories. The Board receives reports about national policy trends from the NCSBN and the LACE group. LACE is comprised of organizations involved in legal regulation of advanced practice nursing, accreditation of APN education programs, and APN specialty certification. In May 2010, the LACE group requested financial support from participating organizations to develop an electron-

APN Category	Initial Approval FY 2010	Active on 9/30/2010
Certified Nurse Midwife (CNM)	1	28
Certified Registered Nurse Anesthetist (CRNA)	85	1585
Certified Registered Nurse Practitioner (CRNP)	178	2017
Clinical Nurse Specialist (CNS)	4	92
Total	268	3682

ic network for communication. The Board declined to pay the participation fee, in part due to the financial constraints of the FY 2010 budget. The Board will continue to have access to LACE reports through NCSBN support of the LACE network.

Collaborative Practice for CRNPs and CNMs

Alabama law gives the Board of Nursing the sole authority to determine the qualifications of Certified Nurse Midwives (CNM) and Certified Registered Nurse Practitioners (CRNP). CNMs and CRNPs are required to practice in collaboration with a qualified physician. The Alabama Board of Medical Examiners determines qualifications for collaborating physicians.

Collaborative practice with a physician is required for initial approval as a CRNP or CNM. After terminating collaborative practice, the CRNP or CNM may maintain the Alabama Board of Nursing Certificate of Qualification, indicating he or she is eligible to apply for approval of collaborative practice. The CRNP or CNM may have separate collaborative practice agreements with more than one physician.



Collaborative Practice Status on 9/30/2010	CNM	CRNP
Current Qualification, Not in Collaborative Practice	7	320
Collaborative Practice with One Physician	20	1373
Collaborative Practice with Two or More Physicians	1	324
Total	28	2017

The Joint Committee of the Alabama Board of Medical Examiners and the Alabama Board of Nursing for Advanced Practice Nurses makes recommendations to both Boards regarding collaborative practice of CRNPs and CNMs with physicians. The Board of Nursing appoints three of the six committee members, who may serve two consecutive three-year terms.

The Board of Nursing appointed Grace V. Vacheresse, CRNP, Vestavia, to a three-year term through September 2012. Sylvia Nobles, CRNP, Dothan, served as Chairperson during FY 2010, and was appointed to a second term through September 2013. Diana Dowdy, DNP, RN, CNM, Huntsville, will complete her second term in September 2011.

The Joint Committee met five times in FY 2010 to review applications and deliberate about collaborative practice regulations. The Committee recommended approval for 717 new collaborative practice applications and 98 modifications for CRNPs and CNMs in previously approved collaborative practices. In September 2010, the committee submitted proposed changes in the collaborative practice rules to both Boards for consideration.

Alabama Board of Nursing	Alabama Board of Medical Examiners
Diana Dowdy, DNP, RN, CNM Huntsville	George C. (Buddy) Smith, Jr., MD Lineville Resigned, May 2010
Sylvia Nobles, MSN, CRNP Dothan	George C. Smith, Sr., MD Lineville
Grace G. Vacheresse, MSN, CRNP Birmingham	Paul Nagrodzki, MD Birmingham
	Boyde Jerome (Jerry) Harrison, MD Haleyville Appointed, July 2010

The Joint Committee also reviewed regulations of the Alabama Department of Public Health (ADPH) that limited the practice of CRNPs and CNMs regarding x-ray orders by requiring an order from a licensed practitioner of the healing arts (physician, dentist, chiropractor or podiatrist). Joint Committee member Dr. Paul Nagrodzki conferred with ADPH staff to develop alternative regulations to allow CRNPs, CNMs, and physician assistants to order x-rays. The Board of Nursing affirmed the rule, which ADPH adopted in May 2010.

ADPH Rule 420-3-26-.06 RADIATION SAFETY REQUIREMENTS FOR USERS OF X-RAY IN HEALING ARTS OR SERVICERS OF X-RAY EQUIPMENT

(3) General Safety Provisions.

(b) Persons shall not be exposed to the useful beam except for healing arts purposes, each exposure of which shall be authorized by:

1. A licensed practitioner of the healing arts; or
2. A licensed physician’s assistant, a certified registered nurse practitioner, or a certified nurse midwife subject to the rules of

his/her licensure board (<http://www.adph.org/radiation/assets/RulesPart06renumbered.pdf> , accessed Jan 31, 2011).

The Board of Nursing approved changes to the Standard Protocols for CRNP and for CNM upon recommendation by the Joint Committee. Each protocol specifies the option for the CRNP and the CNM to practice as First or Second Assistant in Surgery. For CRNPs, Section E on emergency measures was expanded to include:

- Initial EKG interpretation, with subsequent required physician interpretation
- Initiation and maintenance of mechanical ventilatory support and breathing

As with all aspects of nursing practice, the CRNP or CNM who lacks current proficiency is responsible and accountable for obtaining sufficient guidance, education or supervision as necessary for safe practice prior to performing a procedure listed

in the Standard Protocol.

Invasive Procedures for CRNP Practice in Critical Care

The Board, in consultation with the Joint Committee, adopted guidelines for CRNPs in critical care settings to obtain approval to perform specific invasive procedures. The procedures are ranked in two tiers. Middle level procedures exceed the Standard Protocol. The CRNP must meet requirements for six of nine middle level procedures prior to requesting progression to advanced level procedures.

Alabama Board of Medical Examiners requires the collaborating physician to request permission from ABME before initiating a protocol for CRNP to perform the middle level procedures. After ABME approves the physician's protocol, the CRNP must submit application to the Board of Nursing to add the procedures to the collaborative practice. The CRNP and physician must submit documentation to the Board of Nursing and the Board of Medical Examiners for the required number of supervised cases in order to meet the Initial Approval criterion for a middle level procedure.

After initial approval, the CRNP and physician must maintain documentation of procedures for annual review. The collaboration must demonstrate sufficient volume of procedures performed by the CRNP annually to meet the requirement for credentialing.

CRNPs who received approval prior to May 2010 for procedures that are now designated as middle level procedures may continue performing the procedures, and accumulate documentation of cases. Prior to progression to advanced level procedures, the physician must request and receive permission from the Board of Medical Examiners to delegate one or more of the four advanced level procedures to a CRNP. The CRNP must apply to the Board of Nursing for approval before proceeding with supervised practice

Middle Level Privileges	Cases for Initial Approval	Required Cases for Annual Credentialing
Radial arterial line insertion	30	30
Removal of chest tubes	30	30
Removal of pacing wires	30	30
Removal of left atrial catheter	30	30
Femoral arterial or venous catheter insertion	20	20
Femoral artery or vein exposure	20	20
Intra-aortic balloon insertion	20	20
Radial artery harvest	20	20
Sternal closure	50	50

Advanced Level Privileges	Cases for Initial Approval	Required Cases for Annual Credentialing
Thoracostomy Tube insertion	30	30
Insertion of subclavian or internal jugular central venous line, right heart	50	50
Primary sternotomy (cardiac surgery)	50	50
Primary thoracotomy (thoracic surgery)	50	50

of advanced level procedures.

Continuing Education

The Alabama Legislature amended the Nurse Practice Act to require continuing education for renewal of a nursing license in the early 1990's. The Continuing Education General Standards found in the *Alabama Board of Nursing Administrative Code* state that the registered nurse and the licensed practical nurse are individually accountable for continued competency to practice nursing including knowledge and compliance with applicable statutes and regulations (ABN Admin. Code, Rule 610-X-10-.02(1)).

Continuing education is defined in the *Alabama Board of Nursing Administrative Code*, Rule 610-X-10-.01(4) 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." Continuing education may be earned from Alabama Board of Nursing Approved Providers or from recognized providers. Alabama Board of Nursing Approved Providers are recognized by their ABNPxxxx number and their electronic transmission to the Alabama Board of Nursing. Recognized providers may include a national or regional agency, journal, Alabama regulatory agency or board, or another Board of Nursing recognized by the Alabama Board of Nursing as provid-

ing or approving continuing education in accordance with criteria that are substantially the same as those required of Alabama Board of Nursing 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.

Provider Education

The Board held a continuing education workshop for the contact person of new Board-approved providers of continuing education on March 25, 2010. These new providers received an overview of the continuing education rules as found in the Alabama Board of Nursing Administrative Code, Chapter 610-X-10 with emphasis on the requirements to become an Alabama Board of Nursing Approved Provider of CE. Policies required for providers were discussed with emphasis placed upon distinguishing between evaluation of the provider educational unit objectives and individual program objectives. Other required policies discussed included the process of assessing and planning for continuing education, the approval process for approving continuing education classes, acceptable content of courses, the selection of instructors, advertisements, the awarding of contact hours, and record maintenance. Electronic transmission to the Alabama Board of Nursing was discussed in detail. Specific areas covered in addition to the transmission process were the verification process, correcting data, and the adding and deleting of attendees. Return demonstration on computers as-

sisted the participants to better comprehend the electronic transmission process.

CE Provider Audit

Board-Approved Providers of CE continue to be audited every four years in conjunction with the continuation application of their adherence to the CE rules. In 2010, several areas provided opportunity for continuing education of providers including: calculation of contact hours, adherence to advertising guidelines, development of objectives for the educational unit, and testing as a course evaluation tool

- Contact Hours: The unit of measure for continuing education by Board Approved Providers per Alabama Board of Nursing 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: Alabama Board of Nursing 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."

- Education Unit Objectives: Objectives for the educational unit are required per Alabama Board of Nursing Administrative Code, Rule 610-X-10-.06 (1) (b). These objectives should reflect the intended outcomes of the educational unit in measurable behavioral/performance objectives that will be used to regularly evaluate the effectiveness of the unit.

- Program Evaluation/Testing: While testing can be used to evaluate competency, the Alabama Nurse Practice Act § 34-21-23 (g) states "continuing education shall not result in a passing or failing grade." Therefore, education unit policies may not include any requirement of a certain test score to obtain contact hours. Test scoring for competency determination is allowable and should be governed under the organization's policy.

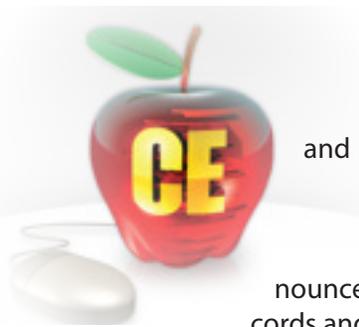
Education for Licensees

An article, Continuing Education for Nurses, was published in the September, October, November 2010 edition of the official publication of the Alabama State Nurses Association, The Alabama Nurse. The article contained discussion on the requirement of continuing education for nursing license renewal, and the differences between ABN- approved providers and recognized providers of continuing education. Also discussed in the article were acceptable and unacceptable content, acceptable locations or sites, contact hours as the unit of measure, electronic transmission by ABN- Approved Providers, and allowance for the nurse to manually enter classes by recognized providers.

Licensee Audit Activity

In January 2010, an audit of continuing education earned by licensed practical nurses for 2009 license renewal was conducted. The audit required that the response be in writing with the submission to the ABN the following:

- 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 official transcript for any academic hours claimed as contact hours.



Frequent issues revealed during the audit included the nurse entering classes that were from neither an Alabama Board of Nursing Approved Provider nor a recognized provider, total number of hours submitted were less than the required amount for license renewal after deletion of duplicative hours, and no evidence of attendance for manually entered classes.

A focused audit was conducted in April 2010 of licensees who had manually entered classes provided by Alabama Board of Nursing Approved Providers of CE with some resulting in duplicative hours. Licensees are reminded on the "ADD COURSE" page of the nurse's Individual CE Page to not enter classes by Board-Approved Providers of CE that are designated by an ABNPxxxx number. Letters were sent to these licensees to provide education and direction to contact the Alabama Board of Nursing Approved Provider for electronic transmission of the class and remove duplicative hours, if present.

In July 2010 a focused audit of new graduates who had not viewed the Mandatory Class required for all newly licensed nurses by examination was conducted. Contact was made to these newly licensed nurses who had not yet viewed the class to remind them of the requirement for their first license renewal.

Online Courses

For those graduating nurses, the ABN added two online courses to assist the new nursing graduates in licensure application and applying for the NCLEX® exam: Soon to Be Nursing Graduates and Licensure Application and Soon to Be Nursing Graduates and NCLEX®. These online courses provide step by step instructions for the application process as well as points for success. Additional online courses are planned for the future.

Legal Division

The legal division of the ABN conducts investigations following the Board's receipt of licensee self-reports or written complaints that allege a licensee violated the Alabama Nurse Practice Act, institutes disciplinary proceedings, processes requests for public records, and enforces Orders of the Board.

The number of complaints received by the Board continues to trend upward as does the number of licensees monitored by the Board. During FY 2010, the Board received 1,604 complaints against licensed nurses and applicants for licensure. At the end of the fiscal year, 1,039 disciplinary cases remained pending at the Board, and the Board was monitoring 672 licensees through either the Board's Voluntary Disciplinary Alternative Program or probation monitoring.

The Board's General Counsel leads the Legal Division, which is comprised of four operational sections: investigations, prosecution, probation monitoring, and the Voluntary Disciplinary Alternative Program. During FY 2010, legal division staff members provided data used for a simulation of legal division business processes, presented staff guidelines to the Board for review and revision, and began providing bi-monthly operational section reports to the Board. In June 2010, Kathryn Wetherbee joined the Board as Assistant General Counsel. At the close of FY 2010, projected staff changes included an internal transfer of a staff member from probation monitoring to investigations and the addition of a nurse consultant position for probation monitoring.

Investigations: The Chief Special Investigator leads the investigations section, which in FY 2010 was staffed by three additional special investigators and a docket clerk. Following completion of their investigations, 135 licensees voluntarily surrendered their licenses to the Board prior to the issuance of an administrative complaint. The Board also closed 555 cases without action following investigation of the complaints. At the close of FY 2010, the investigative demands created by the increasing number of complaints received by the Board led to a projected staffing change that would result in the addition of another investigator to the section.

Prosecution: The prosecution operational section includes the Board's General Counsel, Assistant General Counsel, two nurse consultants, two docket clerks, and a legal research assistant. In FY 2010, the Board issued 90 Administrative Complaints, prosecuted 71 cases, accepted the voluntary surrender of the license from 19 licensees

following the issuance of an Administrative Complaint, and disciplined the license of an additional 329 licensees through informal disposition with a Consent Order. Of those licensees disciplined, seven

were advanced practice nurses (CRNA, CRNP, CNM, or CNS). The Board reports disciplinary actions to required data banks and enters disciplinary action into a database shared by other state boards of nursing.

Probation Monitoring: The Board enforces its Board Orders through the Board's probation monitoring program. In FY 2010, this operational section consisted of an investigator and a docket clerk. Should a licensee become noncompliant with a Board Order or incur a subsequent substantiated violation of the Nurse Practice



Act during the period of monitored practice, disciplinary proceedings are instituted against the licensee. The Board restricts licensees who hold a license status of active/probation from working in certain employment settings and positions. The Board requires licensees on probation to have an employment monitor designated by their nursing employer and requires licensees on probation to work in nursing for a minimum time period in order to complete their probation. During FY 2010, the Board determined that a monitored nurse must work 96 hours per month as a nurse in order to be considered employed in nursing. At the end of the fiscal year, the Board was monitoring 341 licensees through probation of their license.

Voluntary Disciplinary Alternative Program (VDAP): The Board's alternative program is called the Voluntary Disciplinary Alternative Program, commonly referred to as "VDAP." The intent of this program is to promote early identification, intervention, treatment, and rehabilitation of any registered nurse, licensed practical nurse, or applicant issued a valid temporary permit for licensure whose competence is found to be impaired or compromised because of the use or abuse of drugs, alcohol, controlled substances, chemicals, or other substances or as a result of a physical or mental condition rendering the nurse or applicant unable to meet the standards of the nursing profession. Program participants must agree, in writing, to all terms of the program in a VDAP Agreement. If a licensee violates the VDAP Agreement, the licensee may be subject to discipline by the Board. In FY 2010, 47 licensees successfully completed the program. At the end of the fiscal year, VDAP was monitoring 331 licensees in the program. This operational section consists of a nurse consultant and a docket clerk.

Reasons for Discipline

Substance Abuse

Substance abuse remains the most common reason a licensee is disciplined. In FY 2010, substance abuse was the assigned violation for 152 licensees. An assigned violation of substance abuse applies to licensees who stole drugs from the work setting for self-use, fraudulently obtained prescription medication for self-use, tested positive for an unauthorized substance on a drug screen requested by an employer, or were impaired while on duty. Drugs of choice for nurses include opioids, alcohol, benzodiazepines, amphetamines, marijuana, cocaine, zolpidem, barbiturates, ketamine, and nitrous oxide. The Board requires licensees whose disciplinary actions related to substance abuse and who retain or regain their license to participate in a Board acceptable program for random drug screening. The Board further requires licensees deemed in need of treatment for a substance use disorder following an evaluation by a Board-recognized treatment provider to 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 licensees.

Substandard Practice

Substandard practice is among the top five reasons a licensee is disciplined. The Board suspended or revoked the license of 23 nurses in FY 2010 for substandard practice. Licensees with this assigned violation committed unprofessional conduct of a severe or recurring nature, including improper nursing judgment, falsification of records, diversion/theft of controlled drugs with no admission or diagnosis of a substance abuse disorder, and omission of care. The Board monitors nurses who have retained or regained their license following disciplinary action for a substandard practice violation through probation

monitoring. The Board has collected data for the assigned violation of substandard practice since FY 2004.

Disciplinary actions are listed in Appendix F.

FY 2010 LEGAL ACTIVITIES

COMPLAINTS	TOTALS
Letters of Closure	349
Letters of Admonishment	206
Formal Hearings	71
Consent Orders	329
Voluntary Surrenders before Administrative Complaint	135
Voluntary Surrenders after Administrative Complaint	19
Disciplinary Actions (TOTALS)	554
Reinstatements – Approved without sanctions	1
Reinstatements – Approved with sanctions	12
Reinstatements – Denied (Revoked and Lapsed licenses)	4
Applicants – Approved without sanctions	0
Applicants – Disciplined	44
Applicants – Denied	1
Probation Monitoring *	341
Voluntary Disciplinary Alternative Program (VDAP) *	331

* Number reflects the total number of licensees currently monitored at the end of FY 2010.

FY 2010 TOTAL DISCIPLINARY ACTIONS

FINAL DISPOSITION	TOTALS	
	Consent Order	Formal Hearing
Denied reinstatement and revoked	0	0
Denied reinstatement (lapsed or revoked license)	0	4
Application approved (No sanctions)	0	0
Application denied	0	1
Reinstatement (No sanctions)	0	1
Reinstatement Followed by Probation	9	3
Reprimand	13	1
Reprimand with Fine	84	2
Probation	149	6
Suspension	10	1
Suspension followed by Probation	61	5
Revocation	0	45
Board Lapsed	3	2
SUBTOTAL	329	71
Voluntary Surrender	154	
TOTAL	554	

FY 2010 ASSIGNED VIOLATIONS *				
Assigned Violation	Voluntary Surrender Before AC	Voluntary Surrender After AC	Voluntary Surrender After AC	Formal Hearing
Abandonment	0	0	0	0
Arrest/Conviction – Drug	0	1	1	4
Arrest/Conviction – Non Drug	3	0	0	6
Fraud/Deceit	3	0	0	4
Illegal Practice	0	0	0	0
Mental Incompetence	1	0	0	0
Other	0	0	0	1
Other Jurisdiction – Drug	3	0	0	3
Other Jurisdiction – Non Drug	0	0	0	3
Patient Abuse	0	0	0	2
Practice Beyond Scope	4	1	1	1
CE Violation	1	0	0	2
Board Order Violation	3	2	2	2
Probation Violation	24	3	3	13
Sexual Misconduct	0	0	0	1
Substance Abuse	56	7	7	22
VDAP Violation	26	2	2	6
Unprofessional Conduct	3	0	0	2
Substandard Practice	8	3	3	5
Bad Check	0	0	0	0
TOTALS	135	19	19	77

APPLICANTS	Consent Order	Formal Hearing	Total
RN by Examination	19	1	20
RN by Endorsement	8	1	9
LPN by Examination	10	1	11
LPN by Endorsement	5	0	5
Total	42	3	45

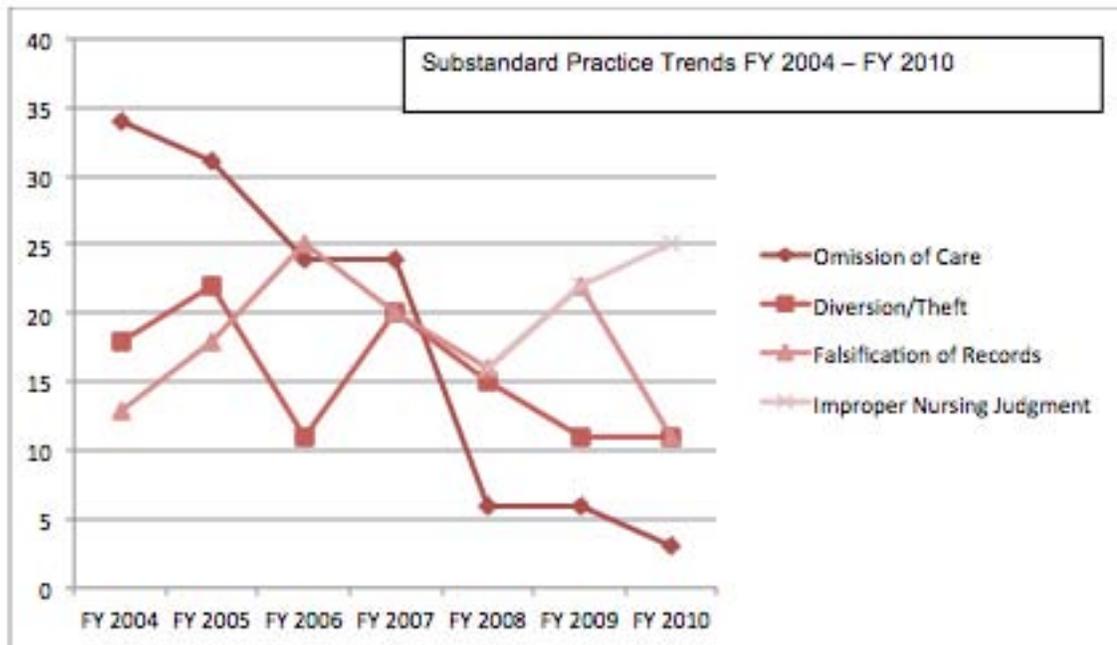
FINAL DISPOSITION RN	RN by Examination	RN by Endorsement	Total
Applicant			
Denied	0	1	1
Reprimand	4	1	5
Reprimand with Fine	3	2	5
Probation	12	5	17
Suspension	0	0	0
Suspension/Probation	1	0	1
Total	20	9	29

FINAL DISPOSITION	LPN by Examination	LPN by Endorsement	Total
LPN Applicant			
Denied	0	0	0
Reprimand	4	0	4
Reprimand with Fine	1	3	4
Probation	6	2	8
Suspension	0	0	0
Suspension/Probation	0	0	0
Total	11	5	16

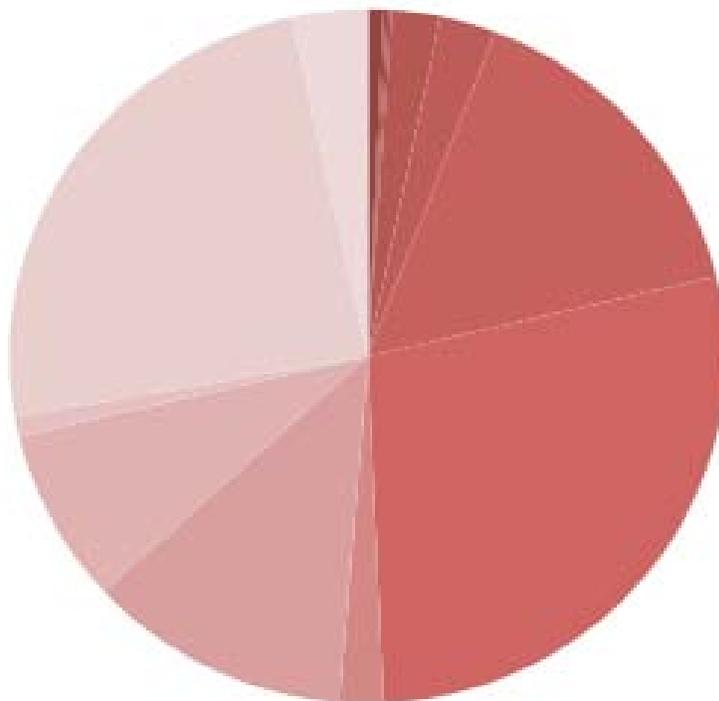
FY 2010 ASSIGNED VIOLATIONS for Applicants Denied			
Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug	0	0	0
Arrest/Conviction – Non Drug	0	0	0
Fraud/Deceit	0	0	0
Other jurisdiction – drug	1	0	1
TOTALS	1	0	1

FY 2010 ASSIGNED VIOLATIONS For Applicants Disciplined			
Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug	4	3	7
Arrest/Conviction – Non Drug	7	7	14
Fraud/Deceit	8	2	10
Practice Beyond Scope	0	0	0
Unprofessional Conduct	2	0	2
Substance Abuse	5	1	6
Substandard Practice	1	0	1
Other Jurisdiction – Drug	1	2	3
Other Jurisdiction – Non Drug	2	1	3
TOTALS	30	16	46

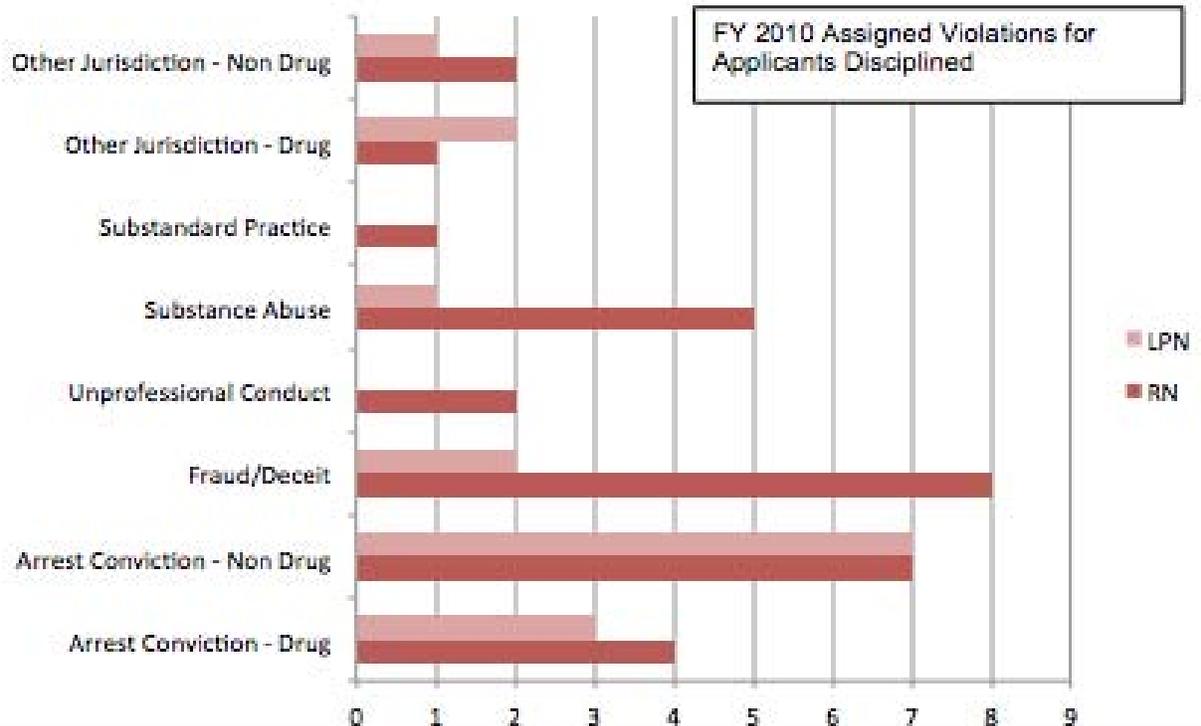
- A disciplinary action may have more than one assigned violation



FY 2010 Disciplinary Actions



- Denied reinstatement
- Application denied
- Reinstatement no sanctions
- Reinstatement followed by probation
- Reprimand
- Reprimand with fine
- Probation
- Suspension
- Suspension followed by probation
- Revocation
- Board lapsed
- Voluntary surrender before AC
- Voluntary surrender after AC



Financial Report

The revenue budget developed for FY 2010 projected revenues of \$3,142,280. Actual revenues received in the Board of Nursing Trust Fund totaled \$3,959,004.53, or 125.99% of budgeted revenues. The excess of revenues received over budget was \$816,724.53. Most revenue categories (Licenses and Permits, Examination Fees, and Fines) were ahead of budgeted projections for FY 2010.

The expenditure budget developed for FY 2010 proposed expenditures of \$5,960,060. In addition, the State Finance Office mandated a reversion to the General Fund of \$2,500,000 from the ABN Trust Fund monies. The final proposed budget for FY 2010 was \$8,460,060 after all adjustments outlined above were made.

The breakdown of revenues and expenditures for FY 2010 are as follows:

Revenues:

Licenses and Permits	\$ 2,921,756.96
Examination Fees	\$ 516,840.00
Board Penalties	\$ 157,890.00
Miscellaneous Fees	\$ 303,404.53
Other Revenues	\$ 59,113.04
Total Revenues	\$ 3,959,004.53

Expenditures:

Salaries and Benefits	\$ 3,121,484.65
Travel Expenses	\$ 42,335.51
Operating Expenses	\$ 2,246,611.91
Equipment Purchases	\$ 179,599.83
General Fund Transfer	\$ 2,500,000.00
Total Expenditures	\$ 8,090,031.90

Internal Audits

During FY 2010 finance section staff conducted internal audits of expenditures, revenues, and the licensing process. The audit included receipt of the completed application and fee through issuing the license and imaging the records.

Dishonored Checks

The Board began accepting personal checks as payment for fees and fines in 2001 based on legislative action giving the Board the legal authority to do so. The Board does not accept counter checks, third party checks or checks drawn on out of state banks. License verifications and fines are not payable by personal check and starting in January 2010, Licensure by Examination and Endorsement, as well as License Verifications and License Reinstatements had to be completed online and paid by electronic means.

Revenue Type	No. of checks	Amount of Checks	Amount of Bad Check Fees	Total Due
Reactivation of Retired	1	575.00	30.00	605.00
RN Endorsement/Temp	1	135.00	30.00	165.00
VDAP Monitoring Fee	1	1,000.00	30.00	1,030.00
Initial AP Certification	1	150.00	30.00	180.00
Duplicate License Card	1	25.00	30.00	55.00
Change/Add Collaboration	2	100.00	60.00	160.00
Provider Application	1	400.00	30.00	430.00
TOTAL	6	2,385.00	240.00	2,625.00

Post-Baccalaureate Nursing Scholarships

The Board received an appropriation of \$57,000 for post-baccalaureate scholarships for FY 2010. In September 2009 and September 2010 proration was announced and the amount was reduced by a total of 9.5% for fiscal year 2010. The Board awarded \$52,725 to 15 recipients.

The recipients are required to:

- 1) Have an active, unencumbered Registered Nurse license,
- 2) Seek a Masters or Doctorate degree in nursing or nurse anesthesia in an accredited school of nursing in Alabama,
- 3) Complete a commitment of one year of nursing practice in Alabama following graduation.

FY 2010 Post-Baccalaureate Nursing Scholarship Recipients

Name	City of Residence	School of Nursing	Anticipated Degree
Tonya Beech	Chatom	JSU	MSN
Wendy Cantrell	Mount Olive	UAB	DNP
Sara Crowe	Birmingham	Samford	MNA
Jane Davis	Birmingham	UAB	DNP
Jennifer Dawson	Cherokee	UAB	DNP
Diana Dowdy	Huntsville	UAH	DNP
John Hankins Jr	Montgomery	UA	MSN-Ed.D
Jessica Hardy	Montgomery	Troy	DNP
Alethea Hill	Mobile	UAB	PhD
Christine McCalman	Moulton	UAH	DNP
Aundre Mitchell	Lanett	UAB	MSN
Cathy Roche	Birmingham	UAB	PhD
Kristina Smith	Grant	UAH	MSN
Erin Wimberly	Mobile	USA	MSN-DNP
Sherry Wright	Covington	Troy	MSN

Nursing Instructor Scholarships

The Board received an appropriation of \$200,000 for Nursing Instructor scholarships for FY 2010. In September 2009 and September 2010 proration was announced and the amount was reduced by a total of 9.5% for fiscal year 2010. The Board awarded \$178,062.50 to 40 recipients.

The recipients are required to:

- 1) Have an active, unencumbered Registered Nurse license,
- 2) Seek an advanced degree enabling the recipient to teach nursing in Alabama colleges or universities,
- 3) Complete a commitment of teaching nursing full-time in an Alabama college or university for one year following graduation.

FY 2010 Nursing Instructor Scholarship Recipients

Name	City of Residence	School of Nursing	Anticipated Degree
Donna M Campbell	Remlap	UAB	Ph.D
Debra Chastang	Mobile	UA	Ed.D
Mary Brown	Hokes Bluff	UAB	DNP
D. Michelle Cheshire	Tuscaloosa	UA	Ed.D
Kelli Cleveland	Troy	Troy	DNP
Kristi Dempsey	Spruce Pine	UA	DNP
Kimberly Eddy	Haleyville	Samford	DNP
Chikisha Flint	Muscle Shoals	UAH	MSN
Carne Gardner	Troy	UAB	DNP
Marie Gilligan	Mobile	University of Tenn.	PhD
Donna Guerra	Gulf Shores	UA	Ed.D
Elizabeth Gullede	Southside	UAB	Ph.D
Renea Holcomb	Section	UA	Ed.D
Tonya Hunnicutt	Sylacauga	Samford	DNP
Susan Hunt	Auburn	UAB	Ph.D
Pamela Johnson	Mobile	USA	DNP
Stacey Jones	Luverne	UAB	DNP
Hong-Thuy Duc Lam	Madison	UAB	Ph.D
Sherry Lawrence	Mobile	USA	DNP
Loretta Lee	Trussville	UAB	Ph.D
Nicole Lockhart	Cullman	UA	Ed.D
Sheri Lurie	Birmingham	Kaplan Univ	MSN
Shannon Morrison	Moody	UAB	PhD
Stephanie Oliver	Russellville	UAH	DNP
Kathryn Partin	Mobile	UA	Ed.D
Brenda Pruitt	Hanceville	UAH	DNP
Sheila Ray	Pelham	UA	Ed.D
Bettina Riley	Birmingham	UAB	Ph.D.
Tracey Shannon	Selma	Troy Montgomery	DNP
Kathryn Sheppard	Semmes	UAB	Ph.D.
Lisa Shiver	Opelika	UA	DNP
Larry Slater	Birmingham	UAB	Ph.D.
Jacqueline Smith	Mobile	UA	Ed.D.
Charmaine Rodgers	Pleasant Grove	Samford	DNP
Haley Strickland	Tuscaloosa	UA	Ed.D.
Leigh Tubbs	Northport	UA	Ed.D.
Lynn Underwood	Florence	Univ of Utah	Ph.D.
Penni Watts	Birmingham	UAB	Ph.D.
Alice B Younce	Mobile	USA	DNP
Carolyn Gosa	Sumter	UNA	MSN

National Council of State Boards of Nursing, Inc.

The ABN is a dues-paying member of the National Council of State Boards of Nursing, Inc. (NCSBN) The National Council developed and administers the National Council Licensure Examination (NCLEX®). Being a member allows eligible candidates from Alabama to take the computerized adaptive testing (CAT) state of the art examination.

The ABN historically engaged in committees and other activities of the NCSBN. During FY 2010, Dr. Pamela Autrey, ABN President, served on the Board of Directors of NCSBN.

APPENDIX A:

FY 2010 BOARD ACTIONS

FY 2010 BOARD ACTIONS

BOARD

November 2009

- Established meeting dates for calendar year 2010.
- Elected Pam Autrey as President for 2010, Sylvia Nobles as Vice-President for 2010, and Sharon Pugh as Secretary for 2010.
- Determined not to add additional workforce data collection at this time due to transfer of \$2.5 million from ABN Trust Fund to General Fund.
- Directed EO to issue letter to Dr. Steve Sykes that the Board does not have the authority to issue advisory opinions.
- Approved allowing EO to determine whether to travel for presentations and meetings if organizations offer to pay expenses.
- Evaluated the EO.

January 2010

- Approved revisions to the FY 2009-2013 Strategic Plan.

March 2010

- Elected to keep July Board meeting on scheduled dates of July 15-16, 2010.
- Approved request for Attorney General opinion regarding the transfer of \$2.5 million to the General Fund.

July 2010

- Postponed request from Joy Deupree, CRNP, MSN to survey nurses on topic of health literacy until questions answered

August 2010

- Directed EO to bring interim succession plan to Board for review.
- Declined to grant permission to Jones and Bartlett Learning to publish Board's research for textbook by Allison Terry until the Board sees how the material is to be used.

September 2010

- Established Board member compensation for FY 2011 at \$161 per day.
- Denied permission for use of Board research materials in Allison Terry's textbook being published by Jones and Bartlett Learning.
- Approved FY 2012 budget.
- Corrected September 2008 minutes.

ADMINISTRATION

October 2009

- Held public hearing on Rule 610-X-4-.14, Fees on October 15, 2009.

February 2010

- Approved revised organizational structure.
- Elected not to pursue changes to become checkbook agency.

April 2010

- Approved changes to ABN logo.

May 2010

- Approved revised organizational structure with addition of Attorney I/II position.

ADVANCED PRACTICE

October 2009

- Appointed Grace Vacheresse, MSN, CRNP, to the Joint Committee for Advanced Practice Nursing.
- Approved amendment to Rule 610-X-9-07, Qualifications for Approval to Practice as a Clinical Nurse Specialist.
- Approved new Rule 610-X-9-.12, Reinstatement of Clinical Nurse Specialist approval.

March 2010

- Approved recommendation from Joint Committee for Advanced Practice Nursing to approve advanced procedures for CRNPs.

- Affirmed ADPH rule for radiology orders by CRNP and CNM.
 - Issued declaratory ruling to Steve Sykes, MD regarding CRNA practice.
- May 2010*
- Denied payment of fee to AACN for development of LACE network electronic record.
- June 2010*
- Reviewed ABN Administrative Code, Chapter 610-X-5, Advanced Practice Nursing— Collaborative Practice
 - Approved changes to standard CRNP protocol.
 - Approved specialty protocol for Acute Care Nurse Practitioners.
- July 2010*
- Approved specialty protocol for Acute Care Nurse Practitioners with change to require 5 of 9 mid-level procedures before accepting applications for advanced procedures.
 - Approved language for letter to Board of Medical Examiners regarding their request to "support" the inclusion of Continuous Quality Improvement in rules.
- August 2010*
- Appointed Sylvia Nobles, MSN, CRNP to a second three-year term on the Joint Committee for Advanced Practice Nursing.
- September 2010*
- Directed EO to draft comments to the Board of Medical Examiners regarding Administrative Code, Chapter 540-X-15, Interventional Pain Management.
 - Approved amendments to ABN Administrative Code, Chapter 610-X-5, Advanced Practice Nursing—Collaborative Practice.

CONTINUING EDUCATION

- January 2010*
- Approved 2010 Continuing Education Plan.
- April 2010*
- Approved eliminating courtesy CE providers except for NCSBN.
 - Approved dual licensure guidelines for counting CE.
- May 2010*
- Reviewed Board member and staff CE needs assessment survey results.
- August 2010*
- Approved waiver of CE provider fee for NCSBN and require that they submit materials regarding the CE they provide every four years as other providers do.

EDUCATION

- October 2009*
- Reviewed deficiency site visits.
 - Reviewed Herzing University PN program deficiency progress report.
- November 2009*
- Provided Notice of Deficiency to Stillman College BSN Program for lack of resources for program with 30 days to correct.
 - Continued Provisional Approval to Stillman College BSN program until September 30, 2010 for failure to meet outcome standard of 80% of first-time writers passing NCLEX-RN®.
 - Provided Notice of Correction to Herzing University PN program for meeting NCLEX-PN® passing standard.
 - Notice of compliance for other PN programs.
 - Provided Notice of Correction to Jacksonville State University BSN Program, Bishop State Community College ADN Program, Chattahoochee Valley Community College ADN Program, and Calhoun Community College ADN Program for first-time writers meeting the 80% standard for NCLEX-RN®.
 - Provided Notice of Continued Deficiency to Springhill College BSN Program and Lawson State Community College ADN Program for failure to meet the 80% NCLEX-RN® standard for second year in a row.
 - Provide Notice of Deficiency to Snead State Community College ADN Program and University
-

of Mobile ADN Program for failure to meet the 80% standard of first-time writers passing NCLEX-RN®.

- Provided Notice of Deficiency and Continued Provisional Approval to Herzing University PN to ADN Mobility Program for failure to meet the 80% standard of first-time writers passing NCLEX-RN®.
- Provided Notice of Compliance to remaining RN programs that met 80% passing standard.

December 2009

- Reviewed progress report on plan of improvement from Springhill College BSN, Bishop State Community College ADN, Lurleen B Wallace at Jacksonville State BSN, and Herzing University ADN.

January 2010

- Granted Provisional Approval to South University BSN Program.
- Reviewed progress report from Lawson State Community College ADN Program.
- Reviewed analysis of 2008-2009 Academic Year Nursing Education Report and approved circulation of report.

February 2010

- Approved elements for Academic Year 2009-2010 Nursing Education Annual Report.

March 2010

- Approved a Notice of Correction to Stillman College BSN program for meeting the 30 day requirement to demonstrate sufficient resources for the program.

June 2010

- Reviewed ABN Administrative Code, Chapter 610-X-3, Nursing Education Programs and provided feedback for changes.
- Reviewed letter of intent and feasibility study from ITT Technical Institute, Madison, Alabama.

July 2010

- Reviewed plan of improvement and deficiency visit report for University of Mobile ADN Program.
- Reviewed plan of improvement and deficiency visit report for Snead State Community College ADN Program.
- Granted petition for declaratory ruling to Lurleen B Wallace Community College—MacArthur Campus to employ April Wise and Karen Walker in August 2010. Wise and Walker are due to graduate with masters degrees in nursing in September 2010.

September 2010

- Established process for nursing education program hearings.
- Approved a Notice of Deficiency to Chattahoochee Valley Community College ADN Program for failure to meet standards of approval related to 31/50 students not meeting curriculum requirements and 27/31 graduating.
- Approved amendments to ABN Administrative Code, Chapter 610-X-3, Nursing Education Programs.
- Approved amendments to ABN Administrative Code, Rule 610-X-2-.03, Definitions, Nursing Education Programs.

GRADUATE SCHOLARSHIPS

October 2009

- Denied payment plan for Regina Nickelson, nursing education scholarship recipient.

May 2010

- Approved qualifications, conditions, process of selection, formula, and priorities for selection for FY 2011.
- Approved that prior recipients can be considered for subsequent funding.

September 2010

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

LEGAL

November 2009

- Denied petition of Lorenzo Torres to set aside consent order or alternatively to terminate probation.

February 2010

- Approved addition of Attorney I/II to the legal division.
- Approved EO's Motion for Rehearing and Issued New Order for Jessica Nadine Glover, 1-115642

March 2010

- Approved staff guideline for an average of 96 hours of work per month to use in calculation of time spent working in nursing for Orders and Agreements.
- Approved repeal of current Chapter 610-X-8, Disciplinary Action and enactment of new Chapter 610-X-8, Disciplinary Action.
- Approved repeal of current Chapter 610-X-2-.08, Definitions, Disciplinary Action and enactment of new Rule 610-X-2.08, Definitions, Disciplinary Action.

May 2010

- Approved, as final certification, repeal of current Chapter 610-X-8, Disciplinary Action and enactment of new Chapter 610-X-8, Disciplinary Action.
- Approved, as final certification, repeal of current Rule 610-X-2-.08, Definitions, Disciplinary Action, and enactment of new Rule 610-X-2-.08, Definitions, Disciplinary Action.
- Reviewed the law specific to summary suspensions.

June 2010

- Approved amendments, ABN Administrative Code, Chapter 610-X-13, Voluntary Disciplinary Alternative Program
- Approved amendments, ABN Administrative Code, Rule 610-X-2-.13, Definitions, Voluntary Disciplinary Alternative Program

July 2010

- Approved revised format and staff guidelines for informal disposition of applicants/licensee cases and levying of administrative fines.

LICENSING

May 2010

- Approved language for RN license renewal brochure.

September 2010

- Approved amendments to ABN Administrative Code Chapter 610-X-4, Licensure.
- Approved amendments to ABN Administrative Code Rule 610-X-2-.04, Definitions, Licensure.

PRACTICE

October 2009

- Held public hearing on Chapter 610-X-6, Standards of Nursing Practice.
- Held public hearing on Rule 610-X-2-.06, Definitions, Standards of Nursing Practice.
- Held public hearing on Chapter 610-X-7, Standards of Nursing Practice—Specific Settings.
- Held public hearing on Rule 610-X-2-.07, Definitions, Standards of Nursing Practice—Specific Settings.

November 2009

- Approved standardized procedure for insertion of King airway devices for selected RNs at DCH Medical Center in Tuscaloosa.

December 2009

- Approved standardized procedure application from Dialysis Clinic, Inc.-Phenix City for LPNs to administer medications defined in the application by IV push under the supervision of a registered nurse.
- Denied standardized procedure request from St. Vincent's Hospital in Birmingham for trained vascular access team RNs to perform insertion of central lines via the internal jugular vein in adults.
- Approved standardized procedure application from St. Vincent's Hospital in Birmingham for trained vascular team RNs and dialysis RNs to perform central venous line (non-tunneled)

catheter removal with the addition of observing and performing three of each type (subclavian, internal jugular, and femoral).

February 2010

- Approved amendment to ABN Administrative Code, Rule 610-X-7-.04.

April 2010

- Approved standardized procedure for LPNs at Decatur General Hospital to perform IV push medications for certain drugs.

September 2010

- Approved 2010 Standardized Procedure Report.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING

October 2009

- Discussed uniform core licensure requirements with specific directions regarding areas to communicate to NCSBN.

May 2010

- Discussed model language for boundaries and sexual misconduct.
- Elected Amy Price and Melissa Bullard as Delegates to Delegate Assembly in August 2010.
- Elected Martha Lavender and Sharon Pugh as alternate delegates to Delegate Assembly in August 2010.

June 2010

- Discussed recommendations for Delegate Assembly action in August 2010.

APPENDIX B:
STRATEGIC PLAN

FY 2009-2013 STRATEGIC PLAN

Licensing: Assure that licensing of qualified individuals for the practice of nursing occurs in a timely, technologically-advanced, cost-effective manner to increase the availability of licensees while protecting the public.

Performance Measures:

- 100% of applicants that are licensed are qualified according to the law.
- 100% of completed applications are accurately processed within established time frames.

Strategies:

- Review NCSBN template for business continuity during a disaster. *FY 2009-FY 2011*
In process.
- Evaluate nurse licensure compact. *FY 2010*
- Develop and implement a business continuity plan. *Ongoing*
There is a draft business continuity plan and it was presented to the Board in FY 2008. There are still some areas of concern that have to be addressed but the plan is to complete the development in FY 2010. Administrative staff reviewed Governor's directive to have continuity of operations plan in place by June 1, 2010. Review in process.
- Review curriculum requirements and evaluate how to address licensure of those individuals licensed in other states by equivalency. *FY 2009*
Discussion regarding those applicants who complete a portion of an RN program, go to Florida and take the NCLEX-PN exam and attempt to endorse into Alabama was discussed at December 2008 work session. Number of applications for those with "equivalency" education are increasing although the numbers are still small. Letters sent to those applicants who were licensed by equivalency. Added a question to the online endorsement application asking if the applicant graduated from a nursing program and if the answer is no, does not allow them to go forward with the application.
- Review NCSBN's Uniform Core Licensure Requirements. *FY 2009-2010*
Andy Stewart, Barbara Johnson, and Leslie Vinson attended an NCSBN meeting in Chicago in November 2008 related to the UCLR. UCLR spreadsheets were distributed to Board members at the December work session. NCSBN will have a committee reviewing the UCLR in FY 2009. Received recommendations from NCSBN and reviewed by the Board at the October Board meeting. Comments submitted to NCSBN.

Nursing Education Program Approval: Enforce standards and outcomes for nursing education programs in a timely, technologically-advanced, cost-effective manner to promote preparation of qualified candidates for licensure.

Performance Measures:

- 100% of nursing education programs are monitored for compliance according to established law.
- 100% of non-compliant nursing education programs receive notice of areas of non-compliance with an offer of consultation from Board staff.
- 100% of nursing education programs that do not comply with established standards in the time frame specified by the Board have a hearing as required by law.

Strategies:

- Review and analyze nursing education annual reports. *Annually*

Initial analysis has occurred and program directors notified regarding errors in report. Complete analysis will be provided to the Board when all the reports are complete. Graduation rate data discussed March 2009. Analysis of nursing education annual report is on May agenda. Proposed new report on September 2009 agenda. Report for FY 2009 online with a deadline for response of November 19, 2009. Analysis of annual reports on January 2010 agenda for Board discussion. Elements for academic year 2009-2010 report submitted to the Board at the February 2010 Board meeting. Elements presented to nurse educators at ACAPNEP meeting in March 2010. Progress in developing online application for academic year 2009-2010 and anticipate online report being available in September 2010.

- **Provide consultation within the parameters of the legal requirements for nursing education program approval. Ongoing**
Ms. Drake-Spear is providing consultation during deficiency visits. See site visit reports. Meetings with Chattahoochee Valley Community College Interim President and Department of Post Secondary Education occurred in October 2010 to discuss deficiency response. Meeting with Virginia College-Birmingham administrators to discuss areas of concern related to approval and non-compliance with regulations.
- **Review outcome measures in the rules. FY 2010**
Board reviewed Chapter 610-X-3, Nursing Education Programs for the first time at the June 17, 2010 meeting. Reviewed at the July 2010 meeting. Sent via list serve to nursing education deans/directors/organizations. On September 2010 agenda for consideration. Approved at September 2010 meeting. Filed with Alabama Legislative Reference Services. Published in September 30, 2010 Alabama Administrative Monthly. Posted on Board's web site. Sent via list serve to all nursing education programs.
- **Evaluate standards for approval of new nursing education programs. FY 2010**
Board reviewed Chapter 610-X-3, Nursing Education Programs for the first time at the June 17, 2010 meeting. Reviewed at the July 2010 meeting. Sent via list serve to nursing education deans/directors/organizations. On September 2010 agenda for consideration. Approved at September 2010 meeting. Filed with Alabama Legislative Reference Services. Published in September 30, 2010 Alabama Administrative Monthly. Posted on Board's web site. Sent via list serve to all nursing education programs.
- **Evaluate requirements for on-site clinical faculty. FY 2010**
Board reviewed Chapter 610-X-3, Nursing Education Programs for the first time at the June 17, 2010 meeting. Reviewed at the July 2010 meeting. Sent via list serve to nursing education deans/directors/organizations. On September 2010 agenda for consideration. Approved at September 2010 meeting. Filed with Alabama Legislative Reference Services. Published in September 30, 2010 Alabama Administrative Monthly. Posted on Board's web site. Sent via list serve to all nursing education programs.
- **Evaluate requirements for faculty licensure for online nursing programs. FY 2010**
Board reviewed Chapter 610-X-3, Nursing Education Programs for the first time at the June 17, 2010. Reviewed at the July 2010 meeting. Sent via list serve to nursing education deans/directors/organizations. On September 2010 agenda for consideration. Approved at September 2010 meeting. Filed with Alabama Legislative Reference Services. Published in September 30, 2010 Alabama Administrative Monthly. Posted on Board's web site. Sent via list serve to all nursing education programs.

Discipline/VDAP: Enforce scope and standards of practice of licensed nurses in Alabama to assure protection of public safety, health and welfare.

Performance Measures:

- 100% of disciplinary cases are resolved in accordance with the law.
- 75% of disciplinary cases are resolved within six months of receipt of initial complaint. *FY 2009: 69% in < 180 days; 32% > 180 days; FY 2010: 83% in < 180 days; 17% > 180 days*

- 100% of VDAP and probation participants are monitored for compliance with Board agreement/order and non-compliance is addressed within established time frames.

Strategies:

- Evaluate recidivism and Board approach to discipline of recidivists. *FY 2010*
Until the new licensing management system (LMS) is in place, meeting this requirement is not administratively feasible.
- Evaluate ability to track monitoring and recidivism. *FY 2009*
Until the new licensing management system (LMS) is in place, meeting this requirement is not administratively feasible.
- Identification of and implementation of a reliable searchable tracking database. *Ongoing*
University of Alabama outreach staff met with the legal staff during the week of February 23, 2009 to determine the data elements and processes legal would like to see and have available to them. Board approved UofA proposal April 2009. Kick off meeting May 11, 2009. Development in process. Legal processes requirements in process as of November 2, 2009. Development continues.
- Evaluation of treatment requirements for those with chemical dependency. *FY 2010*
Board reviewed VDAP rules and approved amendments June 17, 2010 that included treatment requirements for substance use disorders including dependence. New VDAP rules in effect September 24, 2010.
- Evaluate extension of monitoring, particularly those with opiate addiction or dependency. *FY 2010*
Discussed during VDAP regulation review. No decision made to increase extension of monitoring.
- Advocate legislation to provide the Board with stronger statutory authority to address safe practice for those applicants and licensees with mental illness. *FY 2009*
According to the legislative staff to the Sunset Committee, the Sunset legislation will address mental illness. As of the end of 2008, no draft legislation has been seen. The language was included in the Sunset legislation that went to the Governor on 2/24/2009 for signature after passing the House and Senate. Bill signed by Governor. Effective March 5, 2009. Nurse Practice Act on Board's web site replaced with new language.
- Evaluate practice probation stipulations and processes of monitoring. *FY 2009*
With the advent of a new nurse consultant who is responsible for overseeing probation monitoring, it is anticipated that this strategy will be a focus for FY 2011.
- Evaluate criminal background checks including fingerprinting. *FY 2009*
The investigators and EO attended a conference in Guntersville where the state's fingerprinting expert spoke. Ms. Maples attended an NCSBN meeting in FY 2008 where fingerprinting was discussed. Staff continues to evaluate the issues surrounding fingerprinting. SB 443 would allow for background checks through the Alabama Criminal Justice Information Center for licensing agencies. Did not pass in the 2009 regular legislative session.
- Develop and implement employment monitor preparation. *FY 2009*
With the advent of a new nurse consultant who is responsible for overseeing probation monitoring, it is anticipated that this strategy will be a focus for FY 2011.
- Develop, review, and implement a model of treatment and monitoring. *FY 2010*
- Evaluate lengthening of drug screening requirements. *FY 2009*
- Solicit input from those who have successfully completed monitoring. *FY 2010*
- Revise discipline rules. *FY 2010*
A brief beginning review occurred at the December work session and will occur at the February meeting. The practice chapter requires revision to aid in revision of the discipline chapter. Chapter 6 and 7 reviewed at June meeting. Proposed new chapter presented to the Board at

March meeting. On May agenda for final certification. Final certification at May meeting. Became effective June 25, 2010.

- **Revise VDAP rules.** FY 2010

Issues reviewed by Board at April 2010 meeting. Approved amendments to regulations and definitions at the June 17, 2010 meeting. Published to web site and sent to treatment providers. Public comment ended August 4, 2010. Final certification at August 19, 2010 meeting. Became effective September 24, 2010.

Practice: Develops, implements, and enforces standards of nursing practice.

Performance Measures:

- 100% standardized procedures annual reports are reviewed, analyzed, and evaluated.
- Annual communication of standardized procedures to the schools of nursing.

Strategies:

- **Revise regulations specific to standards of nursing practice.** FY 2009
The December 2008 work session focused on proposed revisions of Chapter 610-X-6, Standards of Nursing Practice. Based on Board input, additional revisions will be reviewed at the February meeting. Regulations reviewed at February meeting and will be reviewed again in June. Reviewed at June 18 meeting. Sent to interested parties for feedback and on September 2009 agenda for review. Filed with Legislative Reference Service, published in the September 30, 2009 Alabama Administrative Monthly. Public hearing held October 15, 2009. On November 2009 agenda for final certification. Approved by Board in November. Became effective December 29, 2009. Those that sent in comments were sent informational letters about their comments.
- **Develop regulations to address nursing care delivered in non-traditional settings.** FY 2009
Non-traditional setting regulations moved to Chapter 610-X-7 and reviewed at the December 2008 work session. Will be on February agenda for further review. Reviewed at June 18 meeting. Will be sent to interested parties to review prior to filing. Filed with Legislative Reference Service, published in the September 30, 2009 Alabama Administrative Monthly. Public hearing held October 15, 2009. On November 2009 agenda for final certification. Approved by Board in November. Became effective December 29, 2009. Those that sent in comments were sent informational letters about their comments.
- **Develop and implement strategies for communicating practice changes to nursing education programs.** FY 2009-2010
Discussed including standardized procedures on agenda for Practice Summit in October to discuss changes that have occurred in practice over time. Practice Summit cancelled at March meeting. Amendments to ABN Administrative Code, Chapter 610-X-3, Nursing Education Programs, discussed at June 17, 2010 meeting and includes a section requiring curriculum to address standardized procedures. On September 2010 agenda for consideration. Approved at September 2010 meeting. Filed with Alabama Legislative Reference Services. Published in September 30, 2010 Alabama Administrative Monthly. Posted on Board's web site. Sent via list serve to all nursing education programs.

Advanced Practice: Enforces laws specific to advanced practice nursing.

Performance Measures:

- 100% applicants for advanced practice are approved only if qualified in compliance with the law.

Strategies:

- All transactions accomplished electronically. *FY 2009*
CRNP/CNM application currently in process of development by Alabama Interactive. Anticipate "go live" in December 2009. Delays with changes will likely push this application into January to go live. Repeated problems with the online application caused a cancellation of the process with Alabama Interactive. Working on a prototype currently. Univ of Alabama working on online applications starting with RN renewal in 2010.
- Workable high level database created and maintained for purposes of advanced collaborative practice. *Ongoing*

Univ of Alabama staff met with advanced practice staff to determine requirements for a database. Cyberbest proposal accepted at March meeting. May 11 is kick off meeting. Development in progress. User acceptance testing for second time occurred. Online applications in process of development. LMS anticipated going live in July 2011.
- Evaluate NCSBN consensus document. *Ongoing*
Discussed at the May 2009 meeting. Dr. Lavender appointed to NCSBN APRN Committee 2010-2011. Feedback from committee provided at Board meetings. Reports concerns about specialty and population foci definitions.
- Investigate models of advanced practice regulation to support a Board of Nursing position regarding advanced practice collaboration. *Ongoing*
- Develop and implement a public marketing plan to educate the public about advanced practice nursing. *FY 2009-2011*
Had several meetings with AUM Center for Advancing Technologies to discuss consultation regarding this issue. Agreement signed with AUM. Research in progress now. Preliminary research reviewed and structure of plan. Plan on hold due to budgetary restrictions.
- Collect data relative to outcomes with APN and other boards' experiences with autonomous control and controlled substances. *FY 2009-2010*
- Monitor all legislation to determine impact on access to care. *Ongoing*
CRNP bill had public hearing in Senate Health Committee but not passed out of committee. Charlene Cotton and Genell Lee met with representatives of ASNA and NPAA to discuss upcoming legislation likely to be entered. Repeated review of proposed legislation. Nothing introduced in the 2010 regular session and will continue to monitor in the 2011 regular session. 2011 bills are scholarship, investigative authority for agency, and lay midwife bill. Scholarship bill moved out of House committee with favorable report. Not yet in Senate committee. Investigators bill introduced in the House and awaiting committee meeting discussion.

Continuing Education: Enforce the standards and outcomes established for mandatory continuing education of licensees.

Performance Measures:

- 100% of applicants for licensure have continuing education evaluated for compliance with the law.
- 100% of licensees and providers selected for audit are audited in compliance with the law.

Strategies:

- Implement CE provider education for operationalizing rules. *FY 2009*
A CE provider day was held May 14, 2009 to review the rules and discuss how to implement the rules. Ms. Morgan scheduled meetings with individual providers to aid them in understanding their responsibilities as a provider. Taping of program on March 25, 2010 will occur for possible use on Camtasia in the future. Technical difficulties led to need to repeat taping.
- Develop communication methods for informing licensees and schools of nursing about CE. *FY 2009-2010*

- 100% of Board decisions are posted to the Board's web site and included in the Board's annual reports.

Strategies:

- Decisions of the Board are evidence-based to the extent possible. *Ongoing*
- Determine which decisions (including minutes) are posted for public review. *FY 2009*
A web survey was sent to all Executive Officers of other jurisdictions on January 5, 2009 requesting information about what is posted. The deadline for responses is January 19, 2009. The information was on the March agenda. After approval from the Board, the January and February minutes were posted to the web site and an email was sent to 11,000 individuals/organizations on the list serve. The response has been positive.
- Explore posting of discipline orders to the web site. *FY 2009*
A web survey was sent to all Executive Officers of other jurisdictions on January 5, 2009 requesting information about what is posted. The deadline for responses is January 19, 2009. The information was on the March agenda and the Board declined to post discipline orders.
- Develop marketing plan related to communication with the public and licensees (exploring new means of communication) and legislature. *FY 2009-2010*
Had second meeting with Gene Akers of AUM's Center for Advancing Technology. Expect to receive a multi-step proposal to address the issues associated with multi-generational public and licensees in January 2009. Still awaiting proposal from AUM and project from UAB MBA/MHSA students. Agreement signed with AUM. Research in progress. Plan reviewed. Plan placed on hold due to budgetary restrictions.

APPENDIX C:

POPULATION OF LICENSED NURSES

**REGISTERED NURSES LICENSED IN ALABAMA
2001-2010**

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Employed, Nursing	34,088	35,966	36,138	37,989	38,427	40,951	42,787	41,216	42,437	40,220
Full Time	28,737	29,651	29,766	31,185	31,580	33,993	35,347	34,175	35,419	33,659
Part-Time	5,351	6,315	6,372	6,804	6,847	6,958	7,440	7,041	7,018	6,561
Employed, Non-Nursing	589	37	62	377	662	1,422	1,514	1,454	1,417	1,313
Not Employed	1,539	571	1,519	1,678	1,651	1,631	1,945	1,745	1,690	1,529
Student*	174	206	217	250	204	10	27	18	25	28
Retired*	174	677	682	850	811	1,012	1,256	1,019	807	672
No Response	8,038	2,878	4,319	4,077	418	787	612	590	700	668
Located in Alabama	44,610	40,335	42,937	45,221	42,173	45,813	48,141	46,042	52,793	54,903
Located out of state	3,541	3,182	3,909	4,882	3,377	3,639	5,225	4,142	6,472	6,179
TOTAL	48,151	43,517	46,846	50,103	45,550	49,452	53,366	50,184	59,265	61,082

**PRACTICAL NURSES LICENSED IN ALABAMA
2001-2010**

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Employed, Nursing	14,217	12,105	13,123	13,238	14,684	13,801	7,816	7,833	5,959	6,115
Full Time	12,570	10,860	11,446	11,538	12,630	11,980	5,629	5,650	4,484	4,611
Part-Time	1,647	1,245	1,677	1,700	2,054	1,821	2,187	2,183	1,475	1,504
Employed, Non-Nursing	536	461	38	48	321	406	559	565	459	476
Not Employed	693	571	551	579	693	603	764	771	528	549
Student*	155	74	132	132	191	150	92	91	11	19
Retired*	160	104	203	206	301	242	378	380	193	193
No Response	2,307	2,954	854	2,308		1,805	7,402	7,406	7,227	7,295
Located in Alabama	18,073	16,269	14,901	16,511	16,190	17,007	17,011	17,046	15,524	17,435
Located out of state	1,078	813	547	748	723	935	872	915	823	1,384
TOTAL	19,151	17,082	15,448	17,259	16,913	17,942	17,883	17,961	16,347	18,819

APPENDIX D:

APPROVED NURSING EDUCATION PROGRAMS

Registered Nursing Programs

Name of School/Director of Program	Street Address/City/Zip Code/Telephone Number	Type of Program	NCLEX FY 07-08 # Candidates Percent Pass	NCLEX FY 08-09 # Candidates Percent Pass	NCLEX FY 09-10 # Candidates Percent Pass
ALABAMA SOUTHERN COMMUNITY COLLEGE Dr. Brenda Rigsby, Director of Nursing & Allied Health	P.O. Box 2000 Hwy 21 S Monroeville 36461 251-575-3156, ext. 238	ADN	19 84.2	21 100.0	19 100.0
AUBURN UNIVERSITY Dr. Gregg Newschwander, Dean	107 Miller Hall Auburn 36849 334-844-6752	BSN	79 96.2	86 100.0	89 94.4
AUBURN UNIVERSITY-MONTGOMERY Dr. Gregg Newschwander, Dean	P.O. Box 244023 Montgomery 36124-4023 334-244-3658	BSN	54 96.3	47 87.2	73 95.9
BEVILL STATE COMMUNITY COLLEGE Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/Nursing Division Chair	1411 Indiana Avenue Jasper, AL 35501 205-387-0511 ext. 5740	ADN	192 84.4	211 82.0	199 79.4*
BISHOP STATE COMMUNITY COLLEGE Kim Rawson, MSN RN Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile 36603 251-405-4497	ADN	64 75.0*	66 83.3	62 77.4*
CALHOUN STATE COMMUNITY COLLEGE Angela Watkins MSN, RN Chairperson Department of	P.O. 2216 Decatur 35609-2216 256-306-2802 or 256-306-2794	ADN	167 79.0	188 88.3	174 92.0

Nursing					
CENTRAL ALABAMA COMMUNITY COLLEGE 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	37 89.2	73 84.9	79 72.2
CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Resa Lord MSN, RN Chair of Health Sciences	2602 College Drive Phenix City 36869 334-291-4925	ADN	36 69.4*	31 93.5	46 87.0
FAULKNER STATE COMMUNITY COLLEGE Jean Graham MSN Director of Nursing and Allied Health	1900 US Hwy 31, S Bay Minette 36507 251-580 2293	ADN	29 100.0	47 97.9	51 98.0
GADSDEN STATE COMMUNITY COLLEGE Connie Meloun Assistant Dean Health Science	P.O. Box 227 Gadsden, AL 35902-0227 256-549-8320	ADN	99 84.8	68 97.1	83 89.2
HERZING UNIVERSITY - BIRMINGHAM Cynthia Hall MSN, RN Nursing Program Director	280 West Valley Avenue Birmingham, AL 35209 205-916-2800	ADN	NA-New Program	4 75.0*	72 68.1*
JACKSONVILLE STATE UNIVERSITY Lurleen B.	700 Pelham Road, North Jacksonville 36265-	BSN	53 75.5*	115 93.9	87 95.4

Wallace College of Nursing Dr. Sarah Latham, Dean	9982 256-782-5428				
JEFFERSON DAVIS COMMUNITY COLLEGE Susan Mack MSN, RN Director of Nursing	P.O. Box 958 Brewton 36427-0958 251-809-1540	ADN	76 88.2	47 80.9	61 67.2*
JEFFERSON STATE COMMUNITY COLLEGE Bonnie Glass RN, MSN Director of Nursing	2601 Carson Road Birmingham AL 35215 205-856-7940	ADN	223 82.5	186 90.3	143 95.8
LAWSON STATE COMMUNITY COLLEGE Dr. Rebecca Ephraim, Interim Department Chair	3060 Wilson Road Birmingham 35221 205-929-6437	ADN	82 68.3*	100 79.0*	60 76.7
LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS Nancy Smith MSN, RN Chair Health Sciences	P.O. Drawer 910 Opp, AL 36467 (334) 493-3573 #275	ADN Mobility	37 94.4	39 82.1	40 70.0*

NORTHEAST ALABAMA COMMUNITY COLLEGE Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville 35986 256-228-6001, ext. 316	ADN	70 85.7	49 95.9	58 87.9
NORTHWEST SHOALS COMMUNITY COLLEGE Sheila Smith MSN, RN Director of ADN Program	2080 College Road Phil Campbell 35581 256-331-6207	ADN	65 95.4	62 95.2	99 80.8
OAKWOOD UNIVERSITY Dr. Flora Flood Acting Chair Dept. of Nursing	7000 Adventist Blvd. Huntsville 35896 256-726-7287	BSN	13 84.6	7 100.0	18 94.4
SAMFORD UNIVERSITY Ida V. Moffett School of Nursing Dr. Nena Sanders, Dean	800 Lakeshore Drive Birmingham 35229 205-726-2861	BSN	75 89.3	63 92.1	56 98.2
SHELTON STATE COMMUNITY COLLEGE Kim Smith, MSN, RN, Director of Nursing	9500 Old Greensboro Road Tuscaloosa 35405 205-391-2457	ADN	38 94.7	35 97.1	62 82.3
SNEAD STATE COMMUNITY COLLEGE Amy Langley MSN, RN Director of Health Science	P.O. Box 734 Boaz, AL 35957-0734 (256) 840-4185	ADN	34 88.2	53 75.5*	33 90.9

<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	87 93.1	113 94.7	123 91.1
<u>SPRING HILL COLLEGE</u> Dr. Meg Cole, Chair Division of Nursing	4000 Dauphin Street Mobile 36608 251-380-4490	BSN	24 79.2*	14 78.6*	27 63.0*
<u>STILLMAN COLLEGE</u> Dr. Linda Forte Nursing Administrator	P. O. Box 1430 Tuscaloosa 35403 205-247-8033	BSN	NA-New Program	6 66.7*	8 12.5*
<u>TROY UNIVERSITY-TROY</u> Dr. Bernita Hamilton, Director	400 Pell Avenue Troy 36082 334-670-3428	BSN	46 89.1	47 95.7	58 93.1
<u>TROY UNIVERSITY-MONTGOMERY</u> Dr. Donna Bedsole, Director, ASN Program	340 Montgomery Street Montgomery 36104 334-834-2320	ADN	49 93.9	57 87.7	118 85.6

<u>TUSKEGEE UNIVERSITY</u> Dr. Doris Holeman, Associate Dean/Director	Basil O'Connor Hall Tuskegee 36088 334-727-8382	BSN	9 88.9	3 100.0	13 100.0
<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	132 96.2	143 97.9	149 96.6
<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	196 94.9	249 87.9	255 87.8
<u>UNIVERSITY OF ALABAMA IN HUNTSVILLE</u> Dr. Fay Raines, Dean	301 Sparkman Drive Huntsville 35899 256-824-6345	BSN	142 95.1	114 93.9	125 85.6
<u>UNIVERSITY OF MOBILE</u> Dr. Richard McElhaney Dean School of Nursing	P. O. Box 13220 Mobile, AL 36663-0220 251-442-2456	BSN ADN	35 85.7 34 100.0	29 86.2 23 78.3*	22 81.81 13 76.9*
<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	78 97.4	72 97.2	79 91.1

UNIVERSITY OF SOUTH ALABAMA Dr. Debra Davis Dean	USA College of Nursing HAHN #3066 Mobile, AL 36688-0002 251-445-9400	BSN	202 88.6	253 89.3	250 84.8
UNIVERSITY OF WEST ALABAMA Ida D. Pruitt Division of Nursing Marsha Cannon MSN, RN Chairperson	Station 28 Livingston, AL 35470 205-652-3517	ADN	42 92.8	37 81.1	47 85.1
VIRGINIA COLLEGE - BIRMINGHAM Michelle Stubbs MSN, RN Associate Dean, Nursing	65 Bagby Drive Birmingham, AL 35209 205-802-1200	ADN	NA-New Program	NA-New Program	NA-New Program
VIRGINIA COLLEGE - MONTGOMERY 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	NA-New Program
VIRGINIA COLLEGE - MOBILE Jean Stewart PhD, RN, MSN RN Program Director	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	136 90.4	142 85.2	193 66.3*
<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	146 91.1	169 91.1	196 86.7
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA</u> Becky Casey MSN, RN Director, ADN	P.O. Box 2530 Selma, AL 36702-2530 334-876-9271	ADN	52 92.3	38 97.4	43 93.0
Alabama Totals			2,952 88.3	3,107 89.6	3,383 85.5
National Totals			128,294 86.7	133,649 88.2	140,804 87.6



Licensed Practical Nursing Programs

Name of School/Director of Program	Address/Telephone Number	NCLEX FY 07-08 # Candidates Percent Pass	NCLEX FY 08-09 # Candidates Percent Pass	NCLEX FY 09-10 # Candidates Percent Pass
<u>ALABAMA SOUTHERN COMMUNITY COLLEGE</u> Deborah Hunt MSN, RN Program Chair	P.O. Box 2000 Thomasville, AL 36784 251-575-3156, ext. 238	31 90.3	32 93.8	27 92.6
<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	64 95.3	55 96.4	51 100.0
<u>BISHOP STATE COMMUNITY COLLEGE</u> Kim Rawson MSN RN Director of Nursing	1365 Martin Luther King Drive Mobile, AL 36603 251-405-4497	19 94.7	27 92.6	17 94.1
<u>CALHOUN COMMUNITY COLLEGE</u> Angela Watkins MSN, RN Chairperson of Nursing	P.O. Box 2216 Decatur, AL 35603-2216 256-306-2802 or 256-306-2794	35 97.1	39 89.7	45 97.8
<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	29 100.0	29 93.1	42 92.9
<u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u>	2602 College Drive Phenix City, AL 36869 334-291-4925	26 96.2	14 85.7	16 100.0

Resa Lord MSN, RN Chair of Health Sciences				
<u>DRAKE STATE TECHNICAL COLLEGE</u> Dr. Alice Raymond, Department Head, Nursing	3421 Meridian Street North Huntsville, AL 35811 256-551-3148	45 97.8	28 92.9	57 91.2
<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	5 100.0	5 100.0	13 100.0
<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	75 97.3	60 98.3	68 100.0
<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	43 74.4*	56 91.1	46 82.6
<u>JEFFERSON STATE COMMUNITY COLLEGE</u> Bonnie Glass MSN, RN Director of Nursing	2601 Carson Road Birmingham, AL 35215 (205)856-7940	7 100.0	5 100.0	11 100.0

<u>LAWSON STATE COMMUNITY COLLEGE - BESSEMER CAMPUS</u>	3060 Wilson Rd. S. W. Birmingham, AL 35221 205-428-6391, ext. 305	32 90.6	22 100.0	35 94.3
Katrina Swain MSN, RN Interim Department Chair				
<u>LURLEEN B. WALLACE COMMUNITY COLLEGE- MACARTHUR CAMPUS</u>	P.O. Drawer 910 Opp, AL 36467 334-493-3573, ext. 275	39 94.3	49 91.8	36 88.9
Nancy Smith MSN, RN Chair, Health Sciences				
<u>NORTHEAST ALABAMA COMMUNITY COLLEGE</u>	P.O. Box 159 Rainsville, AL 35966	18 100.0	15 100.0	26 100.0
Dr. Cindy Jones, Director of Nursing Education				
<u>NORTHWEST SHOALS COMMUNITY COLLEGE</u>	P. O. Box 2545 Muscle Shoals, AL 35662 256-331-5337	20 100.0	17 100.0	23 100.0
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. 124	24 95.8	51 88.2	32 100.0
Dr. Shirley Brackin, Chair, Health Careers				
<u>SHELTON STATE COMMUNITY COLLEGE</u>	9500 Old Greensboro Road Tuscaloosa, AL 35405	63 98.4	44 95.5	88 97.7

Kim Smith, MSN, RN, Director of Nursing	205-391-2457			
<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	11 100.0	6 100.0	18 100.0
<u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u> Rhonda Davis MSN, RN Chair, Department of Nursing	1701 LaFayette Pkway Opelika, AL 36801 334-745-6437, ext. 5510	11 82.0	19 100.0	24 95.8
<u>TRENHOLM STATE TECHNICAL COLLEGE</u> Annitta Love MSN, RN Director, Practical Nursing	Post Office Box 10048 Montgomery, AL 36108 334-420-4415	15 100.0	22 100.0	29 89.7
<u>GEORGE C. WALLACE COMMUNITY COLLEGE-DOTHAN</u> Gwynn Galloway MSN, RN Director, Department of Nursing	1141 Wallace Drive Dothan 36303 334-983-3521, ext. 332	60 98.3	53 96.2	74 85.1
<u>GEORGE C. WALLACE COMMUNITY COLLEGE- HANCEVILLE</u> Deborah S. Hoover MSN, RN Director of Nursing	P.O. Box 2000 Hanceville, AL 35077-2000 256-352-8198	26 100.0	28 100.0	52 100.0
<u>GEORGE C. WALLACE COMMUNITY COLLEGE-SELMA</u>	P.O. Box 2530 Selma, AL 36702-2530 334-876-9335	13 100.0	34 97.1	51 98.0

Veronica Brown, Director, Practical Nursing				
U.S. ARMY RESERVE 68 WM 6 PN SCHOOL Program Director	Building 751 5722 Integrity Drive Middleton, TN 38054- 5022 901-874-6069	0 0.00	0 0.00	0 0.00
Alabama Totals		708 95.3	710 94.8	881 95.0
National Totals		61,068 86.0	63,019 85.2	65,940 86.8

APPENDIX E:

STANDARDIZED PROCEDURE RANKINGS

Standardized Procedures

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

Hospitals < 50 beds	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS	1	1	1	1	1
Endotracheal Intubation	2	2	2	2	3
Gastrostomy Tubes: Reinsertion of Mature	3	5	5	5	6
Tracheotomy Tubes: Changing & Reinsertion Mature	4	3	7	4	8
Cardioversion	5	4	3	3	4
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	6	6	4	6	out of top 10
Sedation: Moderate	7	7	6	8	7
Nasogastric Tube: Insertion & Removal by LPN	8	8	10	9	10
Arterial Puncture	9	9	8	10	out of top 10
Pacemakers: Application of Temporary External	10	10	9	6	5

Hospitals 50-100 beds	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	1
Sedation: Conscious	2	3	2	3	4
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	3	2	3	4	3
Pacemakers: Application of Temporary External & management	4	4	8	8	7
Gastrostomy Tubes: Reinsertion of Mature	5	5	5	7	out of top 10
Tracheotomy Tubes: Changing & Reinsertion Mature	6	7	6	5	8
Cardioversion	7	6	4	2	5
Nasogastric Tube: Insertion & Removal by LPN	8	8	7	9	out of top 10
Anesthetic: Administration of Local	9	10	10	10	9
Wound Vacs: Application, Care & Maintenance	10	out of top 10	out of top 10	out of top 10	out of top 10

Hospitals 101-300 beds	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	4
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	2	3	3	2	out of top 10
Sedation: Moderate	3	2	2	5	2
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	4	4	4	6	7
Cardioversion	5	5	6	3	10
Endotracheal Tube: Insertion, Management and removal	6	10	out of top 10	10	out of top 10
Chemotherapy: Administration of	7	7	5	4	8
Neonate Nursing Procedures	8	6	8	out of top 10	6
Labor & Delivery Nursing Procedures	9	8	8	10	1
Arterial/Venous Catheter Sheath: Care, Removal	10	9	10	9	out of top 10

Hospitals 301-400 beds	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
CRRT, Dialysis	1	5	8	out of top 10	out of top 10
Neonate Nursing Procedures	2	1	2	2	2
Arterial/Venous Catheter Sheath: Care, Removal	3	2	4	5	
Chemotherapy: Administration of	4	3	6	9	10
Sedation: Moderate	5	4	7	8	8
Pacemakers: Management & Application of External	6	6	9	4	4
Resuscitation: Defibrillation, ACLS, PALS, NRP	7	7	out of top 10	7	7
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	8	9	3	3	3
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	9	10	out of top 10	out of top 10	out of top 10
Cardioversion	10	out of top 10	out of top 10	out of top 10	out of top 10
Labor & Delivery Nursing Procedures	10	8	1	1	1

Hospitals > 400 beds	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	1	1	1	2	8
Chemotherapy: Administration of	2	2	2	3	9
Sedation: Moderate	3	3	3	4	4
Labor & Delivery Nursing Procedures	4	4	6	7	1
CRRT, Dialysis	5	9	out of top 10	out of top 10	out of top 10
Arterial/Venous Catheter Sheath: Care, Removal	6	5	4	out of top 10	out of top 10
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	7	6	5	1	3
Resuscitation: Defibrillation, ACLS, PALS, NRP	8	7	7	8	out of top 10
Surgery Nursing Procedures	9	8	8	5	6
Epidural Catheter Management	10	out of top 10	out of top 10	out of top 10	out of top 10

□

Ambulatory Surgery	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
Sedation, Moderate	1	2	1	4	3
Circulating Nurse Activities/Procedures	2	1	2	1	1
Scrub Nurse Activities/Procedures	3	3	3	2	2
Safety: Equipment & patient	4	4	4	5	4
Resuscitation: ACLS	5	5	5	8	9
Equipment: Operating & assisting	6	9	9	9	5
Surgical Counts: Needles, Sponges, Sharps, Instruments	7	7	8	6	7
Specimen Management	8	6	6	3	6
Infection Control	9	10	10	10	out of top 10
EKGs: Performing 12 lead	10	8	7	7	8

Home Health	RANKING in YEARLY REPORTS				
Procedures	2010	2009	2008	2007	2006
Tracheostomy Tubes: Changing & Reinsertion of Mature	1	1	2	2	3
Gastrostomy Tubes: Reinsertion of Mature	2	2	1	1	1
Suprapubic Catheters & Nephrostomy tubes: Reinsertion of Mature	3	4	3	3	2
Central Lines, PICCS, VAD: Access, Maintenance & Care, Removal of PICC	4	3	4	4	4
Wound Vacs: Care & Maintenance	5	5	5	5	8
Wound Staging	6	out of top 10			
Chest & Pleural-Peritoneal Tube Management	7	7	7	out of top 10	out of top 10
Nasogastric Tubes: Insertion/Removal	8	9	8	7	7
Anesthetic: Local with IV/sq/IM injection	9	8	6	out of top 10	6
Debridement of Pressure Ulcers: Chemically, Enzymatically & ET Nurse	10	10	9	6	10

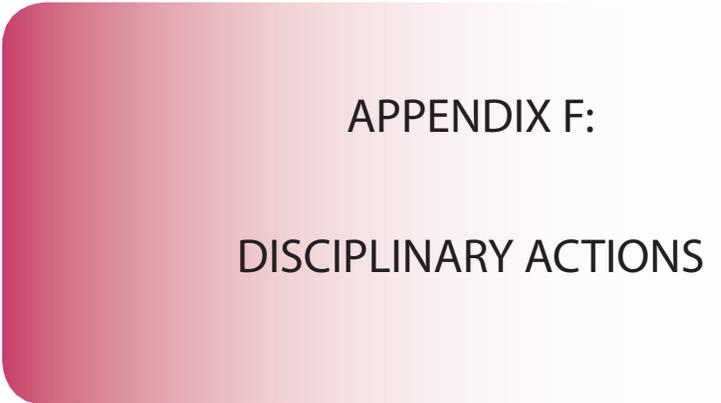
HOSPICE	RANKING in YEARLY REPORTS				
PROCEDURES	2010	2009	2008	2007	2006
Pain Management: PO, SQ, IV, Rectal, Transdermal, Nebulized MS	1	1	2	2	2
Gastrostomy Tubes: Reinsertion of Mature	2	2	3	3	3
Central Lines, PICCS, VAD: Access, Maintenance & Care, Removal of PICC	3	3	1	1	1
Suprapubic Catheters: Reinsertion of Mature	4	4	4	4	4
Tracheostomy Tubes: Changing & Reinsertion of Mature	5	5	5	5	5
Wound Assessment & Care	6	10	10	out of top 10	out of top 10
Wound Debridement: Chemically, Enzymatically	7	6	7	out of top 10	out of top 10
Ostomy/Colostomy: Management & Care	8	7	6	out of top 10	out of top 10
Nasogastric Tubes: Insertion/Removal	9	8	9	out of top 10	out of top 10
Wound Vacs: Care & Maintenance	10	9	8	out of top 10	out of top 10

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

ESRDs	RANKING in YEARLY REPORTS		
	2010	2009	2008
Procedures			
Initiation of Hemodialysis: Permanent Catheter &:Vascular Access	1	1	1
Termination of Hemodialysis: Permanent Catheter &:Vascular Access	2	2	2
Equipment: Operation of	3	3	3
Infection Control: Handling hazard/biohazard material	4	5	5
Administer medications, fluid, blood, thrombolytic agents	5	9	out of top 10
Safety: Equipment, Solutions	6	4	4
Complications of Dialysis: Monitoring & Treatment	7	6	6
Central Venous Catheter Removal	8	10	out of top 10
Peritoneal Dialysis: including home teaching	9	7	7
Resuscitation	10	8	8

INFUSION	RANKING in YEARLY REPORTS				
	2010	2009	2008	2007	2006
Procedures					
Chemotherapy Administration	1	2	4	2	2
PICC insertion, care, maintenance & removal	2	1	1	1	1
Ports/VADs: Care, maintenance, & access	3	4	5	3	3
Administration of longer infusions, IGG, IVIG, TPN, Remicade, First dose antibiotics	4	3	2	4	4
Central Line (Groshong, Hickman): access & management	5	5	3	5	5
Intrathecal & Epidural Pain management	6	7	6	7	7
Central line declotting using Activase	7	6	7	6	6

State Correctional Facilities for 2008 and 2009
EKGs: Performing 12 lead
TB Skin Testing
Central Lines, Ports & PICCs: Access & Management (CMS Staff will not remove any CLs)
Wound Assessment with measurement
Colostomy/Ostomy Care
Infection Control: Handling hazard/biohazard material
Pain Management: PO, SQ, IV
Respiratory Treatments: IPPB, Tracheostomy care, nebulizer treatments, CPAP , O2 Saturation monitoring
Basic 2 layer wound cleansing & closure with steri-strips & steri-strip "S"
Basic Splinting for non-complex fractures



APPENDIX F:
DISCIPLINARY ACTIONS

FY 2010 DISCIPLINARY ACTIONS

The Board of Nursing took action against the following licensed nurses for violation of the laws and/or rules of the nursing profession at the FY 2010 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 SURRENDERS FOR REVOCATION

Adams, Mashell Maran	1-104507; 2-048525
Alford, Lisa Kay	1-087419
Allen, Sandra Ebenezer	1-092939
Anderson, Ginger Gay	1-111177; 2-050105
Aust, Elizabeth Anne	1-090764
Austin, Kimberly Michelle	1-104609
Barnes, Belinda Kyann	2-056093
Beasley Jimmie Lee	1-125153
Bell, Alexis E.	2-058668
Benefield, Margaret Mary	2-034612
Black, Penny Maranda	2-052653
Blakely, Charlotte N.	1-030582
Blaylock, Joanna Lea	2-053917
Bosarge, Jessica Edwina	1-079545
Boykin, Shea Patrice	1-087689; 2-034394
Brame, Pamela Renee	1-062590; 2-032415
Breeding, Clarissa Jaye	1-115252
Brock, Ashley Pepper	1-091046
Brons, Suzanne	1-125508
Browning, Mary Beth	1-121033
Bullard, Deanna Fay	1-119751; 2-054040
Burchfield, Stephanie Marie	1-083420
Busch, Xan Charlene	1-090529
Bush, Lori Diane	1-103581
Butler, Cynthia Renae	1-076396
Caldwell, Brandie Suzanne	1-100064; 2-050738
Caldwell, Karen Jane	2-035652
Capps, Howard Paul	1-095739
Carpenter, Cristy McGinnis	1-091771
Cockrell, Walter Ray	2-037814
Collum, Jennifer Lynn	1-074442
Cornelius, Mary Ann	1-120665
Couch, Katie Jill	2-055450
Creel, Katie Suann	2-051768
DeLoach, Pamela Darlene	2-029458
Del Rivero, Sherrie Lynnette	1-118463
Dover, Brandon Ray	1-110216
Easterling, Terry L.	1-018860
Elmore, Tracy Alison	1-090542
Ennis, John Gavin	2-055217
Epps, Alicia Nicole	2-056073
Ferguson, Nancy Kelli	1-046974
Ferraro, Katherine	1-084546
Foster, Stacey Latrice	1-121568
Fultz, Michelle Marie	2-056544

Gamble, Marion Cottingham	1-047027
Garcia, Cynthia Nichole Deleon	1-115949; 2-049002
Gillis, Paul Vincent	1-106337
Grey, Gwendolyn Danielle	2-050862
Griffin, Dana Alice	1-086010
Harlow, Beverly A.	1-022785
Harris, Christie Marie	1-088787
Harris, Jennifer Leann	2-046683
Harry, Jacilyn Renesa	1-109915
Hartzell, Amanda Jill	2-045624
Hayes, Kristy Lynn	1-095847
Health, Carolyn Ann	2-038990
Hettinger, Linda Diane	2-058812
Hill, Marquette Renee	2-031071
Hinote, Brenda L.	1-031891; 2-007670
Hollifield, Angela Northcutt	1-046239
Holt, Michelle Leigh	1-091349
Hone, Amanda Belle	2-051946
Howard-Adair, Sarah Katherine	2-053446
Huff, Robin Jennings	1-043678
Hyde, Jillian Tate	1-108866
Jackson, Michelle Ann	1-066563
Jarrell, April Lashondra	2-058058
Jeffries, Christina Louise	2-053319
Johnson, Cedric Frances	1-083562
Kelley, Leah Rae	1-115593
Kemp, Brenda Louise	2-041136
King, Kerri Ann	1-085450
Lambert-Gleeson, Tonya Renee	1-069918
Little, Stephanie Elaine	2-050002
Lockard, Kathryn Lenore	1-069284
Love, Joan E.	1-021772
Lowery, Mark Edward	2-043743
Lynch, Jacqueline J.	2-015323
Marable, Amy Lynn	2-056885
Mathis, Wendy Ruth	1-043742; CRNP
Maund, Elizabeth Brooke	2-052767
McCorvey, Keva Aladyce	2-050177
McDaniel, Shelly Marie	2-059390
Messick, Cornelia Anne	2-060246
Miller, Katrina Sindel	1-060068
Millsap, Dimitri Joelle	1-071143
Moore, Lenora Mae	2-060508
Moore, Misty Marie	2-047023
Montalbano, Shirlee Bernell	2-053157
Morgan, Peggy Virginia	1-084568
Morris, Diane McFarland	2-037232
Morris, Johnna Gwen	1-091166
Moseley, David Boyd	2-056366
Neal, Ricky Lee	1-062872
Nelson, Beverly Ann	1-077227
Newsom, Joann	2-050093
Norris, Rhonda Leigh	2-029657
Oakes, Sonya Claire	2-026775
Patronas, Aleta Darlene	1-072281
Perkins, Christine Lynn	2-018885
Pippin, Angela Dale	2-051256

Porter, Roger Mims	1-087291
Powell, Martha Louise	1-045114; 2-018733
Price, Melinda Yvonne	2-051302
Price, Monique Cheri	1-098400
Puckett, Karen K.	2-060783
Ransom, Kathy Rena	1-095182; 2-046025
Ray, Brenda K.	1-025272
Reynolds, Amy Elizabeth	1-089719
Richardson, William Stanton	1-113924
Robinson, Ann Marie	1-084719; 2-040998
Rogers, Vincent Everett	2-040311
Royse, Lisa Diane	1-093282
Sargent, Tonya Denise	1-070923
Saunders, Tyronette Damaille	1-091052; 2-042942
Schofield, Kathy Brooks	2-050143
Scott, Jeanne Booth	1-033254
Scott, Nancy Jalyon Crawford	1-089429
Shuffler, Derae Nell	1-116372
Sims, Sheila Jean-Cline	2-048661
Sizemore, Jason Charles	1-105717
Sorrells, Tamra Marie	2-035675
Sparks, Joan Rochele	2-055891
Strum, Stevie Lee	2-012099
Sullivan, Charles Edward	2-052394
Sutton, Priscilla Rose	2-005004
Swann, Deborah Sue	1-024032; CRNA
Szczudlak, Kelly Ann	1-111560
Tole, Teresa Maureen Coughlin	2-033755
Tolliver, Debra Ann	1-100561; 2-024851
Travis, William Barrett	1-080174
Turner, Rachel Wiley	1-084902
Vargas, John Manuel	1-077408
Velazco, Teresa E.	1-096039
Vinson, Cathy Sue	1-070244
Vinzant, Laura Michele	2-051880
Virgil, Elizabeth Bell	1-076965; 2-013291
Wagner, Traci Danette	1-088980
Wallace, Sharon Kay	1-072089
Warden, Hilda Kay	1-067324
Watson, Cynthia Diane	1-057370; 2-030268
Weaver, Pamela L.	2-015864
West, Leslie Dawn	1-084434
West, Ronda Jane	2-056908
Whetstone, Priscilla Joy	1-045384
Whisman, Angela McVay	2-047892
Whittaker, Teresa Ann	1-038362
Williams, Sherry Kay	1-095479; 2-042892
Willoughby, Gina Michelle	2-039801
Willoughby, Karri Denise	1-091005
Wilson, Joan Gertrude	1-067382
Wilson, Jr., William Burton	1-073421
Wittschen, Julie Light	1-110279

REVOCATION

Adams, Abubilal Abdul-Malik	2-055925
Blake, Tammy Kay Dement	2-049251

Brooks, Susan Lee Zensen	2-035991
Brown, Isaiah Patrick	2-043722
Campbell, Diane Rebecca Collins	2-043356
Carr, Izola Maria Wedgeworth	1-087685
Christian, Jr., Franklin D.	2-043891
Cook, Shawn M. Smith	2-059009
Culpepper, Bryant Keith	1-066416
Davis, Rosie Lee	2-054302
Digiorgio, Robyn Wade	1-045339
Edwin, Mario Alonzo	2-039895
Forrest, Willie Herman	2-042226
Gafford, Heather Marie	1-115666
Gammage, Richard Albert	1-094951
Hamilton, Pamela Ann	2-034117
Hamner, Derek Scott	2-042249
Harrison, Amanda Jill	1-111510
Head, John Earl	2-034713
Jackson, Paula Marie Harris	1-076937
Lee, Ricky Joe	1-049887
Loring, Autumn Lee Davis	2-058628
Love, Nekesha Charae	2-054194
Lucas, Barbara Jean	1-071483; 2-031599
Magee, Antoinette Marie	2-057718
Martin, Wendy Michelle Alvison	2-047451
Mathis-Colston, Anglela Tellese	2-050533
McGowin, Crystal Lyn Carroll	1-101518
Polk, Antonia Denise	1-067054
Postell, Dona Shae McDougle	2-053206
Robinson, Jennifer Danielle	2-049035
Ross, Lindsay Alyn	1-097786
Russell, Brenda Kay Barnett	2-049500
Seals, Rebecca R. Sprayberry	2-052075
Shelton, Brandy Lynn Hamilton	2-052073
Sorrells, Sandi Kersker	2-052722
Stasiewicz, Wendy Smith	1-056235
Talbot, Lisa Jan Burkett	2-058559
Tewksbury, Debra Ann Denney	2-054706
Wafler, Lorie Lynn Martin	1-099854; 2-051368
Walker, Debbie Lynn Jenkins	1-047199
Williams, Jason David	1-110160
Williams, Voronica Renee	1-108509; 2-053088
Windham, Kelley Consuelo Mayo	1-087697
Woodard, Shelia Mae	1-032282

SUSPENSION

Copeland, Harriet Maria	1-069490
Henderson, Lauren Kent	1-033212
McCollum, Brandy Lenora Long	1-113997

SUSPENSION AND FINE

Peagler, Edith Michelle Hale	2-032004
Petty, Robin Yunette	2-042246
Ricca, Donna Cassel	1-056200; 2-023546
Sanders, Geraldine	2-008993
Slay, Theresa Renee Simison	2-035504
Taylor, Marilyn	2-053583

Webb, Patricia Lee	1-055050
Williford, Margaret Argo	2-051033

SUSPENSION FOLLOWED BY PROBATION AND FINE

Barnes, Judy Carol Cartee	1-072850; 2-037732
Barrett, Taylor Ryne	1-112778
Blackwell, Linda Joyce House	1-038108
Brooks, Ramona Leslie	1-056354
Byard, Mary Elizabeth	1-112989
Champion, Lara Michelle Bryant	1-102322
Childers, Ted Lee	1-049427
Colvin, Nancy Darlene	1-073748; 2-032579
Davis, Leigh Margaret Barrowman	2-033372
Dotson, Edward Stephen	1-112136
Farrell, Cynthia Leigh Johnston	1-089542
Flanders, David Lynn	RN Exam Applicant
Fleming, Lauren Elise	1-109196
Freeman, Wendy Michelle	2-050517
Gardner, Laura Jean Boswell	1-092071
Gibbs, Tina Michelle Ferguson	2-044661
Hamilton, Barbara R. Gay	2-006230
Hartwig, Jamela Grace Amaied	1-107256
Hauswirth, Gina Faye	2-035454
Henderson, Priscilla Mae	2-041722
Henken, Nancy Ellen Wilburn	1-062167; 2-029201
Hughes, Shella Marie	1-120203
Huguet, Alicia Kathryn	1-103147
Jacobs, Christi Lala Wells	1-101271; 2-039396
Jarrell, April Lashondra	2-058058
Johnson, C. Dan	1-038453
Johnson, Donald Clinton	2-057095
Johnson, Karen Denise Watkins	1-120517; 2-036795
Johnson, Kristine N. Lovett	1-058392
Keyes, Dorothy Nell	1-087407
Lawder, Stacey Carol Gilam	2-053152
Lewis, Shenece Nicole	2-050530
Lombard, Diane Gustin	1-109556
Macewen, Yevonne D.	1-115748
Mason-Johnson, Tracy Lawanda	1-114728
Musgrave, Victoria Drake	1-109266
Newman, Lisa Carole Robinson	1-038880
Owen, Leannah Roxanne	2-047530
Parker, Jackie Lynn Kelley	1-089193
Prater, Jr., Richard H.	1-068534
Price, Rhonda Gwen Gleason	2-054461
Ratley, Aida Zukic	1-107136
Ridley, Pamela Ann	2-051967
Ritts, Jennifer Ann	2-045950
Roberts, Alan Clair	1-111171; 2-056988
Rucker, Michelle Lea Holeman	1-090990
Rutledge, Suzette Sain	2-045737
Ryals, Vera Pellinger	2-052436
Sanford, Bridgett Megan	1-123566; 2-057892
Schwartz, Elliot David	1-036968; CRNA
Shearin, Connie Patricia Jolly	1-080791
Stamey, Dee Ann	1-119490

Stephens, Lajuana	1-076484; 2-039438
Stewart, Roger Keith	1-105824
Strum, Stevie Lee	2-012099
Swihart, Steven Wade	1-107523
Temple, Charles Marlen	1-078591
Todd, Georgia Geneva	2-046459
Watkins, Derek Justin	1-106373
Watson, Tracey Lynn Reese	2-043447
West, Ginger Diane Crawford	1-063014; 2-017609
White, Jennifer Ann Holt	1-094275
Williams, Jennifer Marie	1-083909
Williams, Kesha Lashun	2-050082
Zakariyan, Rada	1-091705
Zeigler, Bessie D. Belyeu	2-018621

PROBATION

Bell, Tisha N.	RN Endorsement Applicant
Brackin, Jessica Maeve	2-055865
Brons, Suzanne	RN Endorsement Applicant
Burr, Martin Edward	2-054279
Compton, Carol Waynette Ozio	LPN Exam Applicant
Gillespie, Loma Amanda Holden	RN Endorsement Applicant
Layton, William David	1-116898
Scogin, John Owen	RN Exam Applicant
Thompson, Andrea Denise	2-059067
Tvrdy, Gina Marie	1-072235
Wallace, Nicole Elizabeth	LPN Exam Applicant
Westry, Lakeeshia Vashawn King	LPN Exam Applicant
Wood, Dorothy Patricia Cook	2-040858

PROBATION AND FINE

Acoff, Christine	2-047014
Adair, Candice Nichole Berry	LPN Exam Applicant
Alford, Amanda Jill Gilchrist	2-056347
Bagguley, Kimberly Dawn Haynie	LPN Endorsement Applicant
Bailey, Katie Priscilla	2-028741
Bailey, Lesa Maria Parker	2-060897
Barnett, Janet Marie Jenkins	1-091085
Battle, Shavonne	2-053870
Bell, Deatrice Latrice	1-090944
Bell, Stacey Marie Floto	RN Exam Applicant
Berry, Tonya Casandra Bennett	2-039340
Bishop, Monica Tara	2-053820
Booth, Dana Varie Watts	1-113701; 2-054995
Borders, Timothy	2-038731
Brunt, Christine Elizabeth Moore	2-048457
Burgans, Selena Joy Snuggs	1-109321; 2-048022
Burgess, Holland Leigh	1-119522
Burkett, Fred Scott	1-111475
Burns, Kristian Bry Cook	RN Endorsement Applicant
Burnside, Stacy M. Pickett	1-110867
Caine, Mandy Suzanne Ary	2-052627
Carter, Shelli Jo	1-087280; 2-039137
Chandler, Jillian Dianne	RN Exam Applicant
Chaney, Rebecca Rose Bell	1-073868; 2-019893
Chastain, Nena Kay Thrasher	2-018804

Christian, Carol Jenice Davis	1-069713; 2-032613
Clearman, Brenda Elaine Loper	1-110347
Clyatt, Nicole Deanne Quinn	2-061091
Cole, Christina Lee McGough	2-053894
Cole, Kelly Lynn Wilkerson	1-059765
Craig, Kyemma Gweniece	1-098808
Cummings, Patricia Denise	LPN Exam Applicant
Cunningham, Carol Lynn Kocher	2-057897
Davis, Emily Arndt	2-024439
Dean, Shirley Ann Martin	1-063635
Dedeaux, April Anne Wigginton	1-114105
Denslow, Brenda Louise Carpenter	2-058849
Douthitt, Ruby Dean Fowler	2-022257
Duck, Tami June Byers	2-032459
Dunkin, Gina Hartzog	2-058607
East, Alicia Carmon Gobble	1-085492; 2-042738
Freine, Kimberley Ann McIntire	1-073789; 2-031512
Frost, Nina Katherine Cleveland	RN Endorsement Applicant
Galbreath, Jimmie Dale	1-041124; 2-018515
Gardner, Michelle Yolando Gibson	2-044857; RN Exam Applicant
Gerken, Shelbie Renee	1-116167
Glenn, Juanita J. Conkel	2-057360
Glover, Jessica Nadine	1-115642
Golson, Jenny Minor	1-023048
Goodgame, Eleanor A. McCutcheon	1-027168
Guy, Kristen Leigh-Ann	1-102716
Hand, Jane Elizabeth	1-020381
Hankins, LaQuita Tawan	2-055146
Hanson, Lindsay Marie Lee	1-102853
Harris, Diana Faith Wise	2-026196
Hepburn, Susan Diane Gray	1-071369
Herron, Patricia Putman	1-080622
Hoiles, Shandra Beatrice	2-035405
Holmes, Sheila Fallin	LPN Endorsement Applicant
Holston, Jochelle Dunn Nelson	1-053616
Holt, Ebony Dashon	2-053034
Hudson, Faye	2-034147
Jackson, Lynda Sue Lee	2-052700
Johnson, Amy Deanne Stacks	2-052805
Johnson, John Alfred	2-045889
Jones, Brandy Briana Black	2-044439
Jordan, Andrealynne Danette	LPN Exam Applicant
Keel, Therise Jeanine	2-042618
Knighten, Vicky L. Riddle	1-118999
Laird, Sherry Gail Slate	2-046269
Layton, Alaina Grimes	2-054960; RN Exam Applicant
Lee, Christal Faye	2-045306
Loewe, Kimberly Michelle	RN Exam Applicant
Lynch, Barbara Carleton	1-095612; CRNA
Madden, Christy Lajune Brown	1-103192
Malone, Terilyn A. Robinson	2-057219
Mapp, Ava E. Mayes	2-009868
Marshall, Crystal Kaye	1-109623
McBride, Evelyn L. Ellis	1-026825
McGatha, Christi Michelle	RN Exam Applicant
McIntosh, Angela Leigh Robinson	1-047374
Merriweather, Doris A. White	2-015333

Miller, Georgia Ann	1-074836; 2-033104
Mills, Amy Hilburn	1-079830; CRNP
Mooney, Sandra Denise Hamilton	1-119655
Morrow, Bethany Daniel	2-050905
Nelms, Rhonda Gail Goode	1-087646
Palk, Mary Clay	1-067003
Palmer, Shella Kay Riley	2-027709
Parker, Sheila Yvette	1-112572
Pearson, Sandra Gail Sansing	1-067027
Pitts, Rosemary Warren	2-014603
Plemons, Chrystal Lea Proctor	1-083829
Posey, David Sanford	1-076210
Pouncey, Linda Ann	1-057264; 2-026987
Presley, Angela Faye Walls	1-061625; 2-031660
Puckett, Christie Marie	2-052704; RN Exam Applicant
Ramsey, Marian Ann Trice	1-070216; 2-036610
Rawson, Susan Kimberly Wyatt	1-032258
Reynolds, Gloria Deneen Franklin	2-037924
Richardson, Cynthia Diana Jones	1-071581; 2-031148
Ryan, Penthia Sue Hollingsworth	1-057347; 2-028279
Schaefer, Pamela Ann Flint	2-051999
Schmitt, Steven Paul	RN Exam Applicant
Scott, Tracey Brockwell	1-116483
Seale, Amanda Sledge	1-114214
Selby, Celetta Ann	1-106476
Sellers, Terri Lynn Hooker	1-091928; 2-032022
Shaneyfelt, Tammy Lynn Goins	1-122974; 2-058698
Shaneyfelt, Savannah Elizabeth	RN Exam Applicant
Shaw, Jr., Arnold O'Neal	2-045308
Simmons, Robin Denise Hamilton	1-033502; CRNA
Sims, Jacqueline Marie	2-054400
Smith, Amity Leigh Hannah	1-095113
Smith, Patricia Ann Burns	1-114507
Smith, Xaviera Rose	2-059275
Spann, Diane Lin Rogers	2-059018
Sparks, Lashonda Denise Collins	2-057617
Spencer, Teri Leigh Smith	2-049770
Staples, Benita Hardnett	2-045741
Stracener, Cathy Lynn Dunn	1-059633
Stewart, Alice Nolin	1-110855
Stewart, Teena Melaine	1-077174
Stone, Stephanie Alice Bonner	2-049465
Suggs, Tonya Lee Bigger	2-045707
Torbert, Elizabeth Shawn Gambill	2-056756
Tubbs, Sandra Floretta	2-038449
Watkins, April Michelle Howard	2-055017
Weed, Deadra Lynn Wills	2-049673
Weltlich, Casey Lynn	RN Exam Applicant
White, Ferah Daunielle	1-118614; 2-043286
White, Pauline Yvette Lovette	1-109701; 2-036610
Wilkins, Sharon Kay	2-047074
Wilkins, Shawn Linton	1-084223
Williams, Alicia LaSean Marie	2-055292
Williams, Pamela Denise	2-054415
Williams, Patricia Dianne	2-051690
Williams, Tracy Renee Milam	1-114738
Wingate, Matthew Brian	1-097430

Woodard, Jerri Nell	2-004815
Wright, Mendy Gearhart	1-071782
Young, Evangeline Williams	1-077577; 2-038519

PUBLIC REPRIMAND

Armstrong, Jane Marie Guidry	2-050045
Beavers, Barbara Jean Griswold	2-021478
Bender, Eumkeea Latasha	LPN Exam Applicant
Colvin, Deborah Bernice	1-069469
Contestabile, Bryan Shane	RN Exam Applicant
Dye, Benjamin Bailey	RN Exam Applicant
Green, William Wayne	1-074720
Jones, Catherine Leigh Black	2-056267
McDonald, Vernesha C.	LPN Exam Applicant
Ngylah, Ejang Azinwi Olive	RN Exam Applicant
Ragsdale, Allison Nicole	RN Exam Applicant
Thomton, Rex Anne LaDonna	LPN Exam Applicant
Tucker, Marsetta D.	LPN Exam Applicant
Wulf, Elizabeth Ann Hoy	RN Endorsement Applicant

PUBLIC REPRIMAND AND FINE

Abramo, Rachel Anne Doran	2-050340
Alakija, Mary Ranti Ajayi	LPN Endorsement Applicant
Anderson, Kenyatta Shanee Adams	2-057458
Anthony, Guillaume Chretien	2-056983
Barnes, Stephanie Barr	1-127510
Betts, Cheryl R. Bradley	2-046632
Bishop, Anna Elizabeth Schelben	1-101982
Blosl, Robert Anthony	2-043355
Booker, Billy Preston	2-052029
Boyett, Janet Elizabeth Carter	2-054352
Brasher, Sara Collins Goforth	1-076043
Brogdon, Leigh Anne Lanier	2-043241
Bryant, Debbie Marie Alford	2-045566
Bumbarger, Patti Jean Hansen	2-054133
Campbell, Angela Vanessa Trammell	2-045107
Carver, Carol Sue	1-082641
Champion, Hydli Lynn	2-037800
Cheek, Melia Gene Calico	RN Endorsement Applicant
Chess, Latita Renae	1-092480
Clark, Linda Carol Reed	1-078597; LPN, 2-032788
Clark, Tiffany Tanesha	1-118183; 2-054558
Clements, Rosa Allen Wiggins	2-005237
Clifton, Terrie Lynn Morrison	2-027416
Cole, Alma Reed	1-118237; 2-053987
Cook, Nancy Ruth Hilliard	1-074529
Corbitt, Rita Faye Kelley	2-021244
Cottongin, Mitzi Theresa Williams	1-039740
Curry, Derrell Romane	LPN Exam Applicant
Dick, Pamela Marchelle Bullard	1-039854
Flanigan, Carol Noel Harris	2-047949
Ford, Deafrica Renee	2-056368
Gilliland, Stephanie Gail	1-106627; 2-047099
Griffin, Annie Pearl Naugher	2-032341
Grigsby, Nicole Lee Collier	2-057687
Hall, Nakila Lasha	2-051859

Harmon, Sarah Lillian Alvarado	1-093096
Harris, Crystal Dawn Salter	RN Exam Applicant; 2-058633
Harville, Deborah Ann Reynolds	2-027545
Isbell, Shannon Leigh	2-032029
Jackson, Nora Lafaye	2-047001
Jacobs, Jessie Lynn	2-058953; RN Exam Applicant
James, Casandra Quinett Preston	2-040951
Jeffries, Christina Louise Sanders	2-053319
Jewell, Geli Sue	1-104103
Johns, Jr., Russell Derrell	1-069850; 2-032546
Kendall, Earl Jay	LPN Endorsement Applicant
Lawson, Heather Nicole Turbyfill	2-044882
Logan, Gladys Rebekah Langston	1-033028
Long, Violetta	2-054119
Louis, Carole Ann Dendy	2-051464
Mancil, Angela Kay Graham	2-055541
McAlexander, Monnica J. Duncan	1-111709
Montgomery, Michele Martin	1-102591
Newton, Mamie Jean	1-071550; 2-020358
Nichols, Rebecca Lynn Tamblyn	1-038938
Packa, Donna Jane Rogers	1-025964
Parker, Sandra	2-053969
Pate, Catherine Cooper	1-052616 (Lapsed)
Paulk, Jane E.	RN Endorsement Applicant
Pell, Tracy Nicole Krusniak	2-059913
Pope, Shaana Dietre	2-053162
Quinley, Rhonda Michelle	2-058383
Rodriguez, Anita Belinda Robinson	2-046249
Sanders, Stanley Gilbert	LPN Endorsement Applicant
Sherrer, Haley Brianne	2-053342
Shaw, Yolanda D.	2-056480
Shirley, Katie Elizabeth	1-121001
Silcox, Linda Gail Thompson	1-079119
Skelton, Beverly Dawn	2-046957
Smith, Betty J. Isaac	2-009065
Smith, Dwan Alicela	2-052413
Stabler, Christina Reid	2-058470
Stanfield, Karen Ruby Battles	1-097013
Stoops, Kimberly Renae	2-055425
Streeter, Sarah N.	2-054943; RN Exam Applicant
Summers, Anna Nicole Earl	2-059111
Terry, Brenda Kay Hale	2-039385
Thomas, Rosita Rochelle	2-059460
Thornton, Brenda Faye Turnipseed	1-123369; 2-048356
Walker, Lisa Dian Payne	2-044787
Ward, Emma Jean	2-012196
Webb, Linnette Gesualdo	2-055422
Wehtje, Nathan Scott	1-104699
Wiles, James Sheffield	1-073001
Williams, Becky Geeslin	1-070577
Williams, Tawana Michele Reynolds	1-076888

REINSTATEMENT GRANTED

Minor, Deon DePaul	1-091143; 2-046236
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REINSTATEMENT FOLLOWED BY PROBATION

Christie, Theresa Christine Johnson	1-083130
Glass, David Allen	2-037949
Irvin, Michael Timmothy	1-061376
McBrayer, Rhett O'Neal	1-039757
Newton, Sarah Amanda	1-103479
Reaves, Delaine Clement	1-037717
Rowell, Casey Adam	1-105256
Smith, Barbara R. Travis	1-096315; 2-015918
Sproul, Melanie Laree	2-046921
Stallworth, Lisa Denise	2-028537
Tucker, Sherry Ann Tipton	1-089944
Williams, Diane Lynn	1-093157; 2-036620

REINSTATEMENT DENIED

Fisher, Kimberly Dawn Rasberry	1-074531
McCain, Lee Ann	1-101168
McGee, Sara Lynn	1-093167
Summerlin, Rita Gail Pope	1-075379

APPLICATION DENIED

Dauphinee, Nicolle	RN Endorsement Applicant
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BOARD LAPSED

Currier, Deanna Jo Stone	1-047699; CRNA
McDaniel, Emily Ruth Bailey	1-063998
Norman, Donnise Jean Hill	1-068497
West, Teresa Ann	1-063015
Wilkins, Sarah E.	2-010701

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