

ANNUAL  
REPORT

State of Alabama

**BOARD  
OF  
NURSING**



October 1, 2002 - September 30, 2003

Honorable Bob Riley  
Governor  
State of Alabama

Dear Governor Riley,

I am pleased to present to you the FY 2003 Annual Report for the Alabama Board of Nursing (ABN). The mission of the Alabama Board of Nursing is to safeguard the public's health, safety and welfare through the regulation of nursing education, entry into nursing practice and the promotion of continuing safe practice by nurses caring for the public in Alabama. During FY 2000 the Board began the process of reviewing and updating the ABN Administrative Code. This was the first time in twenty years that many of the chapters of the regulations had been reviewed and updated. During this year, the Board continued to work on the revisions to the chapters on continuing education, and advanced practice nursing to reflect today's technology and the current trends in the practice of nursing in Alabama. In a proactive move the Board established a three-year review cycle to assure that the rules continue to reflect current practice and public safety.

The Board continues to dialogue with health professionals and healthcare providers about the impact that the projected nursing shortage will have on public protection. A continuing theme during these discussions is the need for more accurate data regarding the nursing workforce in Alabama. In FY 2003 the Board voted to establish a Center for Nursing within the organizational structure of the Board to collect, analyze, and disseminate nursing workforce data. In May the operational plan for the Center for Nursing was approved. The Board is now in the process of identifying a qualified director for the Center. Implementation of the Center is expected in FY 2004.

During this year the Board began working as a "Committee of the Whole" every other month during Board Work Sessions. This time is dedicated to thoroughly reviewing, and analyzing specifics topics impacting nursing in Alabama. No decisions are made during these meetings; however, board members are able to identify additional information that may be needed to make informed decisions at subsequent board meetings. This change in how the Board reviews issues impacting public safety has facilitated a more comprehensive analysis of issues before the Board.

Board staff as well as Board members are impacting nursing not only in Alabama but nationally as well. Former Board staff member, Jean M. Lazarus, Ed.D, RN, presented research funded by the American Society of Law, Medicine, and Ethics. This research focused on the investigation and prescriptive practices of certified registered nurse practitioners. Board member, Marjesta Jones LPN, represents Alabama as Director at Large for the National Council of State Boards of Nursing (NCSBN), Board member, Patricia LeCroy, MSN, RN represents Alabama as a member of the Bylaws Committee at NCSBN. Genell Lee, MSN, RN, JD, Executive Officer for the ABN represents Alabama on the NCSBN Finance Committee. Active participation at the national level by board members and staff ensures that Alabama is on the cutting edge of nursing issues impacting public safety in the United States as well as Alabama.

This year has been exciting as the Board begins to see the results of implementation of changes to the rules that impact nursing in Alabama. I am proud to be a part of a progressive Board whose focus is public safety. On behalf of the Alabama Board of Nursing, I am pleased to be able to provide you with a detailed look at the practice of nursing regulation in Alabama.

Jeanne M. Sewell MPH, RN  
President, Alabama Board of Nursing



Elaine M. Klein, Vice-President  
CRNA, Ph.D., Birmingham, AL



Jeanne M. Sewell, President  
MPH, RN, Monroeville, AL



David Fagan, Secretary  
LPN, Trinity, AL



Peggy Benson, Board Member  
MHA, RN, CNA, Clanton, AL

# Alabama Board of Nursing



2003



Peggie A. Carpenter, Board Member  
LPN, Tuscaloosa, AL



Joyce Chappellear, Board Member  
MSN, RN, Birmingham, AL



Debra C. Davis, Board Member  
DSN, RN, Mobile, AL



Joy Payne Deupree, Board Member  
MSN, CRNP, Birmingham, AL



Marjesta Kahn Jones, Board Member  
LPN, Selma, AL



Patricia LeCroy, Board Member  
MSN, RN, Gadsden, AL



Robert Lockwood, Consumer  
Ph.D., Montgomery, AL



Judy L. Moore, Board Member  
LPN, Northport, AL



Billie R. Rozell, Board Member  
DSN, RN, Huntsville, AL

# BOARD OF NURSING MEMBERS AND STAFF OCTOBER 1, 2002 – SEPTEMBER 30, 2003

## BOARD MEMBERS

## TERM EXPIRES

Jeanne M. Sewell, MPH, RN, President, Monroeville . . . . .	12-31-2006
Elaine Klein, CRNA, PhD, Vice-President, Birmingham . . . . .	12-31-2005
Davied Fagan, LPN, Secretary, Trinity . . . . .	12-31-2004
Peggy Benson, MSHA, RN, CNA, Clanton. . . . .	12-31-2004
Peggie A. Carpenter, LPN, BA, Tuscaloosa. . . . .	12-31-2003
Joyce Chappellear, MSN, RN, Birmingham. . . . .	12-31-2003
Debra Davis, DSN, RN, Mobile . . . . .	12-31-2005
Joy Payne Deupree, MSN, CRNP, Birmingham . . . . .	12-31-2006
Marjesta K. Jones, LPN, Selma . . . . .	12-31-2006
Patricia LeCroy, MSN, RN, Gadsden . . . . .	12-31-2005
Robert Lockwood, PhD, Montgomery . . . . .	12-31-2005
Judy Moore, LPN, Northport . . . . .	12-31-2005
Billie R. Rozell, DSN, RN, Toney . . . . .	12-31-2003

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

**OFFICE STAFF**

N. Genell Lee, MSN, RN, JD . . . . .	Executive Officer
Leslie Vinson, BS . . . . .	Executive Secretary
Angier S. Johnson, BS. . . . .	Administrative Assistant
Gail I. Hampton, JD . . . . .	Assistant Attorney General/General Counsel
Barbara A. Johnson, MS, CPM . . . . .	Director, Administrative Services
Ronald Lazenby, BS . . . . .	Chief Fiscal Officer
Keith R. Johnson, MBA . . . . .	Director, Licensing & Information Technology
John J. Howard, BS. . . . .	IT Systems Specialist
Charles F. Hatfield . . . . .	IT Systems Technician, Sr.
Mary Ed Anderson, MSN, RN . . . . .	Nurse Consultant, VDAP
Louise Blake, MSN, RN . . . . .	Nurse Consultant, Legal
Cathy Boden, MSN, RN . . . . .	Nurse Consultant, Legal
Charlene Cotton, MSN, RN . . . . .	Nurse Consultant, Practice/Advance Practice
Barbara Johns, MSN, RN . . . . .	Nurse Consultant, Education
Lavon Odom, PhD, RN . . . . .	Nurse Consultant, Advance Practice
Cathy Russell, PhD, RN . . . . .	Nurse Consultant, Research
Katie Drake Speer, MSN, RN . . . . .	Nurse Consultant, Continuing Education
Nancy Bean. . . . .	Account Clerk
Yumicka Smith . . . . .	Account Clerk
Richard Reeves, MSCJ . . . . .	Chief Special Investigator
George Wyatt Gantt . . . . .	Special Investigator
Frank D. Mitchell, BS. . . . .	Special Investigator
David Pinnock . . . . .	Special Investigator, Probation
John H. Russell. . . . .	Special Investigator
Sylvia M. Dryer. . . . .	Docket Clerk
Pamela D. Jenkins . . . . .	Docket Clerk
Virginia L. Pettway . . . . .	Docket Clerk
Teresa A. Berher . . . . .	Clerk Steno II
TaMerrila C. Bolling. . . . .	ASA II
Carmen Brown, BS . . . . .	ASA II
Tamula Law . . . . .	ASA II
Robert Moscatiello . . . . .	ASA II
Tara D. Ridgeway . . . . .	ASA II
M. Annette Songer . . . . .	ASA II
Shawn C. Stewart . . . . .	ASA II
Tammie T. Stinson . . . . .	ASA II
Wendy D. Looney. . . . .	ASA I
Gloria McMeans . . . . .	ASA I
Debra Starks . . . . .	ASA I
Tiffany S. Brassfield . . . . .	Clerk
Adam LeGear . . . . .	Clerk
ReShandra Townsend . . . . .	Clerk
Betty J. Howard . . . . .	Laborer
Sandra S. Trybuch . . . . .	Laborer

*The contact information for staff is located on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us) in the "About the Board" section.*

## LAWS RELATED TO NURSING EDUCATION AND PRACTICE

The Nurse Practice Act and Alabama Board of Nursing Administrative Code are posted on the Board's web site,

[www.abn.state.al.us](http://www.abn.state.al.us). The statutes in the Nurse Practice Act establish the parameters of the Board's authority, outline the requirements for licensure, and specify other legal aspects related to nursing education and practice. When reviewing the laws related to nursing education and practice, read the statutes first. The Alabama Board of Nursing Administrative Code contains regulations, or rules, that clarify, amplify, or detail the requirements of the statute. If the statute is clear, the Board does not enact rules because the statute is controlling. For example, the Board repealed Alabama Board of Nursing Administrative Code, Chapter 610-X-12, Continuing Education because it repeated the statute (Ala. Code, 1975, §§ 32-21-40-43) without providing clarifying language.

The Board began reviewing the sections of the Alabama Board of Nursing Administrative Code in FY 2000. Over the course of the previous three years, the entire administrative code was revised. Some of the chapters had not been revised in twenty years. The Board recognized that processes and details in previous rules required revision. The Board also decided to establish a three-year cycle of review of rules to assure that the rules reflect current practice.

Proposed rules are filed with the Alabama Legislative Reference Service, published in the *Alabama Administrative Monthly*, and posted on the Board's web site in the "News and Updates" section. Proposed rules are also distributed to interested individuals and groups via electronic mail. The Board approves proposed rules and the Alabama Administrative Procedures Act requires a 35-day notice and public comment period. Following the notice and comment period specified by law, the Board may elect to certify the rules with or without changes. Substantive changes to the rules after the initial comment period require a repeated cycle of notice and public comment. Once the Board approves final certification of the rules, the rules are once again filed with the Alabama Legislative Reference Service and become effective 35 days after filing unless an objection is raised with the Alabama Legislature or the rules themselves specify an effective date.

Following revisions to several chapters in the Alabama Board of Nursing Administrative Code, Board members and staff received electronic correspondence and telephone calls related to the scope of practice of registered nurses (RN) and licensed practical nurses (LPN). The Alabama Board of Nursing Administrative Code, Chapter 610-X-6, Standards of Nursing Practice, includes standards for RNs and LPNs. The first step in review is to read Code of Alabama, 1975, Section 34-21-1. For example, the definitions of professional nursing and practical nursing provide broad parameters for scope of practice. After reading the definitions, a review of the rules expands on the statutory language.

The Board printed and mailed a copy of the Nurse Practice Act and the Alabama Board of Nursing Administrative Code to each licensed nurse in the late 1990's. Frequent changes in the rules along with increased costs of printing and mailing led the Board to decide to post the statutes and rules on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us), for easy access and retrieval without charge. Each individual nurse retains the responsibility for complying with the current laws associated with the regulation of nursing education and practice.

Alabama Board of Nursing Administrative Code, Chapter 610-X-8, Disciplinary Actions contains specific information related to conduct that can result in disciplinary action(s) against a nurse's license. Based on the 2002 revisions, refusal to submit to a "for cause" drug screen is a ground for possible disciplinary action. Another change was that nurses administratively responsible to assure that nurses are appropriately licensed may be disciplined for allowing an individual to work without proper credentials.

The Board stays attune to changes that impact nurses. The United States War against Iraq led the Board to consider the rules related to earning of continuing education for license renewal. Based on the number of military reservists and National Guard units that were activated, as well as full-time regular military personnel, the Board decided to promulgate rules related to active deployment during time of a foreign war. Chapter 610-X-10, Continuing Education for License Renewal, contains a section specific to allowing an individual nurse to earn CE after returning from active deployment without a penalty.

Alabama Board of Nursing Administrative Code, Chapter 610-X-2, Definitions contains specific definitions relevant to each Chapter of the rules. Patient abandonment, for example, is defined according to Board standards in this Chapter.

The Board of Nursing is a state agency in the Executive Branch of State Government. The Board has the legal mandate of protection of the public health, safety, and welfare. Establishing standards for nursing education programs, identifying standards of practice, and removing licensed nurses from practice are outlined in statute as within the Board's authority. The Board's enforcement of the laws, both statutes and regulations, related to nursing education and practice is a legal requirement. Each licensed nurse has the responsibility to maintain current knowledge and understanding of the laws that apply to nursing education and practice.

The Board of Nursing, established by the Alabama Legislature in 1915, is comprised of 13 members. Eight positions are designated for registered nurses: two from advanced practice, three from nursing education, and three from nursing practice. Four positions are designated for licensed practical nurses. One position is designated for a consumer who is not involved in health care. Board members are appointed by the Governor. Each Board member serves a four-year term and can serve two consecutive terms. The process for Board nominations is specified in the Nurse Practice Act. The Alabama State Nurses Association (ASNA) provides two names for each vacant RN position to the Governor's office. The LPN positions are divided, for nomination purposes, between the Alabama Federation of Licensed Practical Nurses (AFLPN) and the Licensed Practical Nurses Association of Alabama (LPNAA). Board members are required to be actively engaged in nursing in order to serve.

## BOARD OF NURSING MEETINGS AND WORK SESSIONS

The Alabama Board of Nursing met in six regular meetings in FY 2003. Decisions reached by the Board during its regular meetings are posted on the Board's web site following each meeting. The Board establishes meeting dates for the year and those dates are then posted on the Board's web site. All meetings of the Board, except for consideration of disciplinary actions, are open to the public. Individuals are encouraged to attend Board meetings and Work Sessions to observe the functions and activities of the Board. The Alabama Board of Nursing met six times throughout FY 2003 in Work Sessions. In the past, the Board accomplished much of its

work through a committee structure. The Board often found that the discussions held during the committee meetings were repeated at the Board meetings in order for all Board members to be up to date on the issues.

The Board decided in November 2002 to meet as a "Committee of the Whole" every other month to discuss issues. An agenda is prepared identifying practice, education, rules changes, or other issues for discussion. The Board does not make decisions at the Work Sessions but uses the dedicated time to thoroughly review, analyze, and focus on specific, identified issues.

The Board's decisions during FY 2003 are listed in Appendix A.

## OPEN FORUM

One hour of each Board meeting or work session is set aside for individuals or organizations to present information to the Board. During FY 2003, the following speakers and topics addressed the Board during a scheduled Open Forum:

**November 2002:** Dr. Charles Woernle and Debbie Thomasson, MPH, RN, representing the Alabama Department of Public Health (ADPH), presented current information related to smallpox, including vaccination efforts. The Board approved providing a free mailing list of all actively licensed nurses in Alabama to ADPH as a mechanism to communicate information about smallpox.

**January 2003:** Mr. David Green, Special Agent for the Alabama State Ethics Commission, reviewed the Ethics Law and answered questions about Board member and staff responsibilities in complying with the law.

**June 2003:** Jean M. Lazarus, Ed.D, RN, former Nurse Consultant for the Board of Nursing, presented the findings of her final research project completed for the Board. Her project, funded by the American Society of Law, Medicine, and Ethics through the Mayday Project, focused on investigation and prescriptive practices of certified registered nurse practitioners.

**August 2003:** Sharon Yeldell, MSN, RN, Director of Education and Community Services at Cooper Green Hospital, Birmingham, Alabama, presented information related to her service on the National Council of State Boards of Nursing, Inc. (NCSBN) Post-Entry Competency Subject Matter Expert Panel.

**September 2003:** Mr. Michael Cooney, RN, exchanged information with the Board related to chemical dependency and the Board's monitoring programs.

Individuals or organizations interested in presenting information to the Board can contact the Board's Executive Officer a minimum of 14 days prior to a scheduled Board meeting. Contact information is located on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us), including telephone numbers and electronic mail addresses.

## DECLARATORY RULINGS

The Board issued four (4) declaratory rulings in FY 2003. Declaratory rulings are posted on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us), by category.

There were two declaratory rulings issued related to licensure. Kimberly Dickie Jones, RN, requested an exemption from the continuing education earning period requirement. The Board denied the petition but made changes in internal processes and communication to applicants and licensees based on the information presented. Margaret Kornecki, a registered nurse endorsement applicant, requested an exemption from the requirement for foreign graduate review by the Commission on Graduates of Foreign Nursing Schools (CGFNS). Based on the facts and circumstances presented, the Board granted the petition. Ms. Kornecki provided evidence that her original school of nursing in Poland was closed and records were unobtainable.

The Board issued one declaratory ruling related to advanced practice approval. Michael Carmine Buffalo, MSN, RN, requested relief from the requirement for national certification prior to approval as a certified registered nurse practitioner (CRNP). Mr. Buffalo was approved to practice as a CRNP in Texas and Louisiana by their respective boards of nursing. His transcript from the University of Texas Medical Branch reflected course work in the Acute Care Pediatric Nurse Practitioner curriculum. There is currently no national certifying examination for an Acute Care Pediatric Nurse Practitioner. The Board granted provisional approval until such time as a nurse practitioner examination in pediatric acute care is offered by a national certifying body.

In the practice area, the United States Department of Transportation (DOT) asked for clarification regarding scope of practice for per-

formance of commercial driver physical examinations. After an extensive review of the federal requirements, including the required components of the physical examination, the Board issued a declaratory ruling specifying that only advanced practice nurses are qualified to conduct DOT physical examinations.

## CENTER FOR NURSING

The Board continued to monitor the nursing shortage and collaborated with other groups to evaluate the impact of the shortage on the health of Alabama's residents and citizens. Following meetings with representatives from various organizations, the Board took a bold step and voted to begin a Center for Nursing within the organizational structure of the Board. The main focus of the Center for Nursing will be the collection, analysis, and dissemination of nursing workforce data. Steps were taken during FY 2003 to hire staff and establish a structure for the Center. Implementation is anticipated in FY 2004.

## NURSING EDUCATION PROGRAM REGULATION

The Board's regulation of nursing education programs is designed to evidence public protection and safety by ensuring that graduates of nursing programs are prepared for safe and effective practice; assure that candidates are prepared for initial licensure at the appropriate level of practice (registered nursing or practical nursing); and provide standards for development, evolution and improvement of new and established programs. Nursing education programs are evaluated on an ongoing basis for compliance with the [Alabama Board of Nursing Administrative Code](#).

As of September 30, 2003, there were fifty-seven (57) Board-approved nursing education programs in the state. Of the fifty-seven approved programs, thirty-five (35) were registered nursing (RN) programs and twenty-two (22) were practical nursing (PN) programs. The RN programs included twenty-two (22) associate degree programs and thirteen baccalaureate degree programs. The Board-approved nursing education programs, including three years of annual results of first-time writers on the national licensure examination (NCLEX®), are listed in Appendix

B. A table reflecting the number of graduates from each program is also located in Appendix B. The specific numbers were supplied to the Board of Nursing on the program's annual report.

### **Nursing Program Compliance with Standards**

The Alabama Board of Nursing Administrative Code, Chapter 610-X-3, implemented in August, 2002, established standards for nursing programs. Chapter 610-X-3 requires that each educational program be evaluated annually on attainment of Board selected outcomes related to theoretical and clinical competence, NCLEX® passing standard for first-time writers (75%), an annual report document and a systematic plan of evaluation. The outcome-focused review also requires that the educational program meet all other standards outlined in Chapter 610-X-3.

In January, 2003, eleven (11) programs received a Notice of Deficiency for failure to meet the NCLEX® 75% passing standard for first-time writers during FY 2002. An on-site deficiency visit was conducted to each program within a six-month period during FY 2003. These reviews focused on those standards and policies that may have directly contributed to the decrease in the NCLEX® pass rate such as admission, progression and graduation standards; teaching methodologies, student learning experiences; and faculty credentials. Meetings were held with college administrators and nursing faculty to apprise them of the possible consequences of failure to correct the deficiency. One program was also noticed regarding failure to meet the rule requirement of faculty-student ratios of 1:8 during clinical learning experiences. These programs were given twelve (12) months to correct the identified deficiency.

The FY 2003 NCLEX® results showed that eight (8) of the eleven (11) programs cited for NCLEX® deficiencies significantly improved their performance.

### **New Nursing Programs**

The Board is authorized by statute to approve the establishment of new nursing education programs. In January 2003, the Board approved a proposal from Faulkner State Community College in Bay Minette, Alabama, to establish an Associate Degree Nursing (ADN) program and a Practical Nursing (PN) program. The college prepared a strong proposal for the two programs that demonstrated capability to conduct quality nursing education programs at the Baldwin County school. Both programs were implemented in Fall Semester

2003 with enrollment in the practical nursing program slightly less than the thirty (30) students projected. These programs became the first new programs established in a decade.

### **Educational Requirements for Licensure as RN in Alabama**

The Board receives frequent telephone calls and electronic mail requests regarding the educational requirements for licensure as a registered nurse in Alabama. Questions frequently relate to home study, distance learning programs or external degree programs. These requirements apply to applicants for licensure by examination or endorsement. If the nursing program is not located in Alabama and approved by the Board of Nursing, Board staff review the applicant's education to assure that the program in another jurisdiction "substantially meets the same educational criteria as Alabama programs." (Alabama Board of Nursing Administrative Code, Chapter 610-X-4-.01(1)(c)).

Specific content areas are outlined in the rules and each applicant's official transcript is reviewed for compliance with the standards. On-line programs or home-study programs that do not have clinical experiences as part of the program may create problems for applicants. Clinical experience is required during the course of study. The Board does not pre-screen applicants and until an application is received in the office, Board staff can not advise an individual whether the requirements will be met. Testing does not constitute clinical experience. Callers are referred to the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us), to review the educational requirements for RN licensure. Each individual has the responsibility to review the requirements and determine if the potential nursing program meets the requirements.

## **LICENSING AND INFORMATION TECHNOLOGY**

### **Licensing**

During FY 2003, the licensing staff reviewed each individual application for licensure to assure applicants met qualifications. Information regarding each applicant and licensee is housed in an electronic database. Information stored in this database, as well as other electronic media, is used in daily communication with applicants, licensees, educators, employers, and consumers. Frequently asked questions (FAQ) related to specific licensure

issues are available on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us). Contact information for licensing staff is also posted on the web site.

### Information Technology

The Alabama Board of Nursing's web site, [www.abn.state.al.us](http://www.abn.state.al.us), continued to increase in importance as a tool for dissemination of information. During the year ending September 30, 2003, Board staff continuously worked on the site to improve its functionality and to increase the amount of information available.

A page was added with numerous downloads available for school nurses and school administrators. Copies of legislation, memoranda from various policy makers, and other documents are available to assist administrators and nurses with the duties associated with providing health services to children in the school systems up to grade 12.

Employers could download a Microsoft Access database and submit the Annual Report of Employing Agency by entering employed nurses' information in the database and submitting it to the Board. A Microsoft Word document, pre-formatted for the report, was also available on the web site.

Continuing education (CE) opportunities were constantly updated as providers notified the Board of offerings. A city look up feature was also available to determine the location of CE providers and potential offerings. Most forms needed by applicants, licensees, employers, and the general public were available for downloading from the site in two of the most commonly used web file formats.

The Alabama Nurse Practice Act, the [Alabama Board of Nursing Administrative Code](#), and Declaratory Rulings of the Board were accessible on the site. Online access to all available documents contains answers to potential questions regarding the legal responsibilities of nurses.

In an effort to further improve the Board's ability to provide timely, quality licensing and regulatory services, an invitation to bid was issued for a digital imaging system. The digital imaging system will be used in conjunction with the Board's licensing system and web site. An award was made during FY 2003 with expected implementation in FY 2004. The system will allow staff to instantly retrieve to and view digital images on desktop computers. It is anticipated the digital imaging system will greatly enhance Board staff's ability to resolve issues in a timely, effective manner.

Information technology staff continued to assist other functional areas in the automation of activities. Included in these projects was an ongoing effort to develop a comprehensive database

application to input data from nursing education program annual reports. The data management system for the tracking of the various intricacies of the advanced practice disciplines is still being refined to meet the ever changing demands of this area. Management of Board computer resources is a never-ending challenge in light of the constant security updates aimed at thwarting the efforts of malicious users of the Internet.

### Electronic Commerce

Electronic commerce efforts continued to grow at the Alabama Board of Nursing during FY 2003. Board staff continued to work with staff of Alabama Interactive, the State's electronic commerce provider, to offer additional online applications.

Address and name changes, at no charge, were made available online. Transactions for duplicate license cards, due to lost or stolen cards, were available online. These are the latest additions to the applications already in place allowing nurses to reinstate a lapsed license, and renew an active license. Other applications are in the planning and development phase and will be forthcoming.

The first online renewal was successful with approximately 42% of registered nurses taking advantage of the online renewal application. Over 17,700 RN renewals were completed online.

The online reinstatement of a lapsed license continued to be used by nurses. Almost 42% of reinstatements of a lapsed license, since bringing up the online capability, were completed online.

Once fully implemented, the imaging system will integrate with online efforts in order to provide an even greater number of services electronically.

The Board's electronic commerce initiative benefits the Board by enhanced efficiency. The electronic transfer of information greatly reduces the processing time and the error rate as compared to typical data entry.

The data associated with licensing activities for FY 2003 is listed in the table below.

FY 2003 Licensing Activity			
Activity	RN	LPN	Total
Licensure by Examination	1,488	913	2,401
Licensure by Endorsement	972	232	1,204
Reinstatement of Lapsed License	1,094	443	1,537
Renewal of License	42,348*	NA	42,348*
Verification of License	NA	NA	4,877

\* RN Renewal split two fiscal years and all are reported here

## Verification of Licensure to Other States

Previous statistics indicated that Alabama was a “feeder” state and that more nurses leave Alabama than enter. The license verification numbers for FY 2003, as reflected in the table above, indicates that 4,877 license verifications were completed during FY 2003. Each state has requirements regarding verification of licensure if an individual is licensed in another state.

Alabama, like most states, requires verification from the original state of licensure. Individual nurses originally licensed in Alabama who request licensure in other states also obtain verification from Alabama. If an individual nurse travels, and becomes licensed in other states, Alabama may provide multiple verifications in one year for the same nurse. Thus, the total license verifications in the overall statistics do not reflect the number of nurses leaving Alabama for other states.

A review of license verifications for FY 2003 revealed that 441 verifications were completed and sent to other Boards of Nursing on behalf of nurses licensed in Alabama who also had an Alabama mailing address. The top five Boards to receive license verification, out of the 441 total, from the Alabama Board of Nursing are listed below.

FY 2003 License Verifications for Alabama Licensed Nurses with an Alabama Address		
License Type	State	Total Verifications
RN	Florida	71
RN	Georgia	37
RN	Mississippi	30
RN	Texas	24
RN	Tennessee	22
LPN	Georgia	57
LPN	Florida	26
LPN	Mississippi	11
LPN	Louisiana	7
LPN	Texas	7

FY 2003 Nurse Population: See Appendix C.

## NURSING PRACTICE

### Standards of Nursing Practice

Alabama Board of Nursing Administrative Code, Chapter 610-X-6, Standards of Nursing Practice, includes requirements for licensed nurses. Several Board activities during FY 2003 related to the Standards of Nursing Practice.

### Conduct and Accountability

The Standards of Nursing Practice in the Alabama Board of Nursing Administrative Code, Chapter 610-X-6, include rules for the conduct and accountability of registered nurses and licensed practical nurses. RNs and LPNs are individually responsible and accountable for timely reporting of illegal, substandard, unethical, unsafe, or incompetent nursing practice. A written report should be submitted directly to the Board of Nursing. Prior to any disciplinary action by the Board of Nursing, the Board staff conducts an independent investigation to verify the facts of the complaint. Details regarding written complaints received by the Board are included in the Legal Division section.

### School Nurses

During FY 2003, state-wide presentations occurred related to the standards of practice for school nurses. The Board approved a curriculum for state-wide training related to school nurse delegation of assistance with medications to school personnel. Board staff worked with Martha Holloway, MHA, RN, School Nurse Consultant for the State Department of Education, in providing the training. Visits were also made to individual school systems to discuss the implementation of Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.06. School nurses will collect data during FY 2004 regarding the health care needs of students in the schools through twelfth grade. Information specific for school nurses is located on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us).

### Standardized Procedures

Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.05 requires standardized procedures for practice beyond basic educational preparation. During FY 2003, the Board of Nursing continued the implementation of rules for standardized procedures that were adopted in December 2001.

The Board received, and approved, standardized procedures from the following agencies:

- Approved request for RNs in Intensive Care Units at Baptist Medical Center-Walker to conduct peripheral nerve stimulation for evaluation of neuromuscular blockade in accordance with standardized procedure
- Approved performance of microdermabrasion by RNs and LPNs in the practice of Melinda Birchmore-Musick, MD in accordance with submitted standardized procedure
- Approved request from Druid City Hospital in Tuscaloosa for RNs in Intensive Care Units and the Emergency Department to administer neuromuscular blocking agents in accordance with a standardized procedure as a 12-month pilot project with quarterly reports to the Board. Following two quarterly reports to the Board with no adverse outcomes identified, the Board stopped the pilot project and fully approved the standardized procedure.
- Approved standardized procedure for Huntsville Hospital for RN administration of medications for rapid sequence intubation under direct supervision of a physician.
- Approved standardized procedure for The Children's Hospital of Alabama for administration of radioisotopes by registered nurses working in the pediatric epilepsy service.

**Additions to the Standards of Nursing Practice, Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.08 to 610-X-6-.11**

The Board reviewed the archived position statements to identify topics that should be addressed in regulations. The review focused on:

- Statements that did not clearly fall within the realm of standardized procedures.
- Clinical practices that expanded the scope for one level of licensure into the next level and created specific identified risks; such as IV therapy by LPNs.
- Specific interactions with other clinical disciplines.
- Rules that related to the practice of RNs and LPNs, but were published in the Alabama Board of Nursing Administrative Code, Chapter 610-X-9, Advanced Practice Nursing, where RNs and LPNs were less likely to look.
- Topics that generated frequent inquiries from nurses and others to the Board office, requesting information on the Board's rules.

Based on the Board's review, regulations were promulgated that addressed local anesthetics, pronouncement of death, limitations of IV therapy by licensed practical nurses, and patient care orders.

**RN as First Assistant in Surgery**

The Board of Nursing had a position statement related to Registered Nurse First Assistants (RNFA). When the Board decided to archive position statements due to changes in Alabama Board of Nursing Administrative Code, Chapter 610-X-6, Standards of Nursing Practice, no regulations were drafted regarding RNFAs. During FY 2002, the Practice Committee reviewed the position statement and drafted proposed regulations. Donna Karr, RN, President of the Alabama Chapter of RNFAs came to the Practice Committee in FY 2002 and presented information regarding the practice of RNFAs. Staff was directed to determine the number of RNFAs in the state and what the facilities currently require related to practice.

A survey was sent to each hospital, nursing home, and ambulatory surgical center listed in the Alabama Department of Public Health's Directory of Health Care Facilities. A self-addressed, stamped envelope was included for ease of return. Surveys went to 126 hospitals, 244 nursing homes and 30 ambulatory surgery centers (total of 400 surveys). A total of 21 hospitals and one ambulatory surgical center (14% of total surveys to hospitals and ambulatory surgery centers) responded that RNFAs practiced in their facilities.

Twelve facilities indicated they had one to two RNFAs practicing in their facility. Of these 12 facilities, seven required national certification and five did not. Of these 12 facilities, five employed the RNFA, in six the RNFA was employed by a physician practice and a combination of facility/physician practice was the employer in one.

Two facilities indicated that three to five RNFAs practiced in their facility (one of these was the ambulatory surgical center). Neither required national certification. The hospital employed the RNFAs but in the ambulatory surgical center, the RNFAs were employed by the physician practice.

Eight facilities indicated that more than five RNFAs practiced in their facility. Of these eight, only two required national certification. Three facilities employed the RNFAs, in three the RNFAs were employed by the physician practice and in the remaining two, there was a combination of employment by the facility and physician practice.

To summarize, there were 22 facilities that responded. Of the 22 facilities, nine required national certification (40.9% of respondents) and

13 (59.1%) did not. The employment relationship was that nine facilities employed the RNFA (40.9% of respondents), in 10 facilities the RNFA was employed by the physician practice, and in three facilities (13.6%) there was a combination between facility employment and physician practice employment.

The survey also asked that facilities indicate the credentialing mechanism for the RNFA practice and provide a copy of the competency assessment used to determine the competency of the RNFA. Four responses did not indicate either. Interestingly, three facilities that did not respond indicated more than five RNFAs practice in their facilities. Follow up contact was made to inquire as to the credentialing mechanisms and the requirements for practice. One respondent indicated that the RNFA was credentialed and annually evaluated by the physician sponsor. Another respondent indicated that the RNFA was credentialed as a healthcare affiliate through the medical staff. Another respondent indicated that the RNFA was credentialed through the medical staff and annual competency evaluated by physician.

Ten of the 22 responding facilities provided detailed job descriptions, competency assessments and other materials. Some of the facilities provided the application for obtaining privileges for performing the functions. It appeared from reviewing the material that some facilities consider the RNFA as "practice beyond basic educational preparation" for the RN and others consider it as an "allied health" position that requires credentialing through the medical staff process. There is not consistency between the facilities on the method used.

The Board continued to work on drafting regulations specific to the practice of registered nurses as surgical first assistants during FY 2003.

### **Mutual Recognition or the Multi-State Nurse Licensure Compact (NLC)**

The staff conducted extensive research of the mutual recognition model of licensure (also known as the Nurse Licensure Compact) and collected data relative to the experience of the compact states through published reports, information presented at national meetings and personal telephone contact with staff of participating Boards.

The Board continues to monitor the compact and did not pursue entry into the compact during FY 2003. Unresolved issues regarding public protection and disciplinary legal processes are evaluated routinely.

## **ADVANCED PRACTICE NURSING**

### **Approval to Practice: Wallet Cards**

During RN renewal in FY 2002, advanced practice nurses were issued two wallet cards. The RN license card was issued for the full two year license period, January 1, 2003 – December 31, 2004. The advanced practice approval card, however, had an expiration date that reflected the expiration date of national certification or RN licensure, whichever date was first. There were occasions prior to the implementation of this new procedure that advanced practice nurses had a wallet card indicating approval to practice when, in fact, the individual's national certification expired without renewal and notice to the Board.

National certification is required in order to obtain approval to practice for certified nurse midwives (CNM), certified registered nurse anesthetists (CRNA), and certified registered nurse practitioners (CRNP). If the advanced practice nurse's national certification expires during the license period, the advanced practice wallet card will reflect an expiration date within the two year license period. Once the Board receives the current national certification, a new wallet card is issued with an up-to-date expiration date without additional fees. Membership in a professional association is not sufficient to demonstrate national certification.

With the two cards, a decision was made to continue to send the plastic license wallet cards to CRNAs and CNSs. However, the wallet card for CRNPs and CNMs is on special security paper and printed in the Board office. Advanced practice nurses in collaborative practice receive a card with detailed information regarding the collaboration between the CRNP/CNM and the collaborating physician. CRNPs and CNMs are required to notify the Board of termination of the collaborative practice agreement.

### **Revision of Regulations**

The Board, with input from the FY 2002 Advanced Practice Advisory Council (members were listed in the FY 2002 Annual Report), revised the advanced practice regulations. Previously contained in one chapter of the Alabama Board of Nursing Administrative Code, the Board elected to divide the regulations into two chapters. Effective in September 2003, the revisions reflected changes that occurred since the initial rules were promulgated in 1996. Alabama

Board of Nursing Administrative Code, Chapter 610-X-5, Advanced Practice Nursing— Collaborative Practice contains the regulations specific to CRNPs and CNMs. Alabama Board of Nursing Administrative Code, Chapter 610-X-9, Advanced Practice Nursing contains the regulations specific to CRNAs and CNSs. The Board divided the one chapter into two to reflect the differences between those advanced practice nurses who are required to be in collaborative practice and those who are not. A letter was sent to each individual CRNP within Alabama to identify the changes in the regulations.

The regulations specific to collaborative practice were promulgated jointly with the Alabama Board of Medical Examiners following review by the Joint Committee for Advanced Practice Nursing as required by statute.

### Review of Current Procedural Terminology (CPT) Billing Codes

Based on a request from Blue Cross-Blue Shield of Alabama (BCBS), Board staff reviewed CPT codes specific to CRNP practice. Over 600 additional codes were provided to BCBS during FY 2003. Board staff planned a CPT Coding Satellite Conference to be offered in FY 2004.

## CONTINUING EDUCATION

Alabama is one of the Boards of Nursing in the United State and its territories that require mandatory continuing education for licensure. There are twenty-five Boards that require continuing education for RNs and 24 Boards that require continuing education for LPN/VNs. In Alabama, continuing education is required for renewal, reinstatement and endorsement. Many boards view continuing education as a continued competence activity. In accordance with the Code of Alabama, 1975, Section 34-21-40 et. seq., the Board is mandated to provide continuing education programs, seminars and workshops to acquaint and educate nurses in the most current and modern nursing procedures. Continuing education is deemed necessary for licensees to meet the health care needs of the citizens of Alabama and to cope with the demands of an ever-changing, technologically-advanced health care delivery system.

The Board of Nursing provides continuing education, approves providers of continuing education, conducts random audit of licensees to establish

compliance with continuing education requirements, and audits providers of continuing education. The continuing education law is implemented and enforced through these Board activities.

### Review of Initial and Continued Provider Applications

At the end of FY 2003, there were 420 active continuing education providers approved by the Board. During FY 2003, 58 provider applications were reviewed for continued approval, and 27 new applications were reviewed. Hospitals continue to be the largest number of provider types. The table below indicates active providers by type of agency:

Count by Provider Type	
Provider Type	Total
Not Assigned	2
Clinics	13
Colleges/Universities/Schools	30
Home Health Care	35
Hospitals/Medical Centers/Medical	102
Hospital/Nursing Homes	7
Mental Health Services	9
Nursing Homes	37
Rehabilitation Centers	12
Other (Health Related)	82
Outpatient Services	6
Public Health Agencies	4
Publications	3
Regional/National Associations	12
Regulatory Agencies	2
Self Employed Providers	43
State Associates	14

The Board's website, [www.abn.state.al.us](http://www.abn.state.al.us), contains information regarding the requirements for continuing education, standards for providers and listing of active and retired Board approved continuing education providers. As a courtesy to continuing education providers and for the convenience of licensees, the Board also posts information on upcoming continuing education opportunities on the web site. Board staff provides consultation to interested individuals or facilities related to the legal requirements for Board-approved continuing education providers.

## RN and LPN Random Audit

Each renewal period two percent (2%) of licensees are randomly selected for an audit of continuing education records. Individuals with prior continuing education audit violations from the previous renewal are also audited. The tables below represent the results of the FY 2003 CE Audit of registered nurses.

FY 2003 RN RENEWAL CE AUDIT	
Selection Criteria	Number Selected
Random Audit (2%)	928
One Previous Violation	80
Two Previous Violations	10
Three Previous Violations	2
<b>TOTAL</b>	<b>1,020</b>

## COMPLIANCE

Licensee Status	CE Audit Status	Number	Percentage
Active	Cleared	917	90.0%
Active/Probation	Cleared	4	0.4%
Suspension	Cleared	1	0.1%
Lapsed (elected not to renew)	Lapsed	48	5.0%
Deceased	Lapsed	2	0.2%

## NON-COMPLIANCE

Category of Non-Compliance	Number/Percentages
No Response	42/1020 – 4.0%
Response Not Timely	81/1020 – 8.0%
Denied (inadequate hours)	6/1020 – 0.6%

Results of the continuing education audit of licensees are posted on the Alabama Board of Nursing's website, [www.abn.state.al.us](http://www.abn.state.al.us). In August 2003, 419 LPNs were mailed notices of audit for the LPN renewal period.

## Audit of Board Approved CE Providers

In addition to the routine review of applications for adherence to the Board-established standards, the Board conducts random onsite audits of approved providers. Eleven providers were selected for a random audit. Nine (9) providers demonstrated 100% compliance with Board criteria. Two (2) providers failed to demonstrate 100% compliance. The areas of noncompliance related to the

lack of evidence of course approval and inadequate record keeping. Notices identifying the specific correction and a deadline date for the correction to be made were mailed to audited providers not in compliance. Audits were conducted in Montgomery, Prattville, Wetumpka, Tallassee, Opelika and Sylacauga. The types of providers audited were hospitals, schools of nursing and nursing homes.

## The Board as a Provider of Continuing Education

ABNP0001 is the Board's continuing education provider unit. The Executive Officer serves as the administrator for this unit. The Board's provider unit adheres to the same criteria as other providers pursuant to the Alabama Board of Nursing Administrative Code, Chapter 610-X-10. Board members and staff presented programs across the state during FY 2003.

Twenty-four (24) programs were offered through the Board's provider number during FY 2003. Nine of the 24 programs were the mandatory four (4) contact hour class for individuals licensed by examination on or after October 1, 2002. Nine of the 24 programs related to school nurses and implementation of the delegation rules. The other programs varied in topic and length.

## Mandatory Continuing Education

On March 5, 2002, the Board's revised rules related to Continuing Education for Licensure became effective. These rules contained a provision that nurses licensed by examination on or after October 1, 2002, would be required to complete a four contact hour Board-provided continuing education class. The topics included in the class related to Board functions, the Nurse Practice Act, regulations, professional conduct, and accountability. Board staff conducted classes from February 21, 2003 to September 26, 2003. Classes were held in Birmingham, Childersburg, Decatur, Dothan, Mobile and Montgomery. Three classes were presented in Birmingham because of the demand. Six-hundred and forty-five (645) LPNs and 204 RNs completed the course. Sixty-five (65) LPNs required to complete the course did not and were not eligible for 2003 LPN renewal.

The revisions to the continuing education rules included a requirement that CRNAs, CNMs, and CRNPs earn six hours of pharmacology specific to the practice specialty in order to renew the advanced practice approval. The implementation of the requirement will occur in the 2004 RN renewal cycle.

## Annual Summit

The Board of Nursing hosted its Fifth Annual Summit on June 20, 2003. The Summit was designed to enhance communication between nursing education, practice and the Board. Participants addressed issues and concerns about the Nursing Education Program Annual Report, collaborations between education and practice, education program articulation, congruence between practice and education, data elements for workforce planning, and advanced practice initiatives. Board President, Ms. Jeanne Sewell, and members, Dr. Debra Davis and Ms. Peggy Benson coordinated and led group discussions. Ms. Ruth Harrell, Past President of the Alabama State Nurses Association (ASNA) and Chair of the ASNA's Commission on Professional Issues, and the Board's Executive Officer discussed the Alabama Center for Nursing, including the history of activities related to the nursing shortage in the State and operationalizing the concept of a Center for Nursing.

Dr. Sara Barger, Dean, Capstone College of Nursing, University of Alabama, Tuscaloosa, and Dr. Eula Das, Vice-President, Druid City Health Systems, Tuscaloosa, presented a dynamic session outlining the collaborative efforts between their two organizations. The evaluations of the presentation were overwhelmingly positive.

## Presentations by Board Members and Staff

Board members and staff provided 69 presentations across the State of Alabama during FY 2003. Topics included an Update on Board Activities, Chemical Dependency, Common Disciplinary Actions, NCLEX®, and Future Directions of Nursing Practice. For the second year in a row, Board staff worked with *The Birmingham News* to provide continuing education during the two healthcare career job fairs held during the fiscal year.

A speaker request form is available on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us) in the "Information and Downloads" section. Board members and staff are available to discuss various topics related to nursing practice, education, and regulation.

During FY 2003, Board members and staff provided presentations in 19 of 67 Alabama counties. Those counties where presentations occurred were, in alphabetical order:

Baldwin	Franklin	Montgomery
Barbour	Houston	Morgan
Calhoun	Jefferson	Pike
Conecuh	Lee	Talladega
Dekalb	Madison	Tuscaloosa
Escambia	Mobile	
Etowah	Monroe	

## LEGAL DIVISION

During FY 2003, 826 written complaints were received alleging violations of the Nurse Practice Act or the Alabama Board of Nursing Administrative Code. The FY 2003 complaints represented a dramatic increase over the 391 complaints received in FY 2002 and the 407 received in FY 2001. The increase is attributed to the March 5, 2002 changes in the Board's rules that clarified each licensed nurse's responsibility to report illegal, substandard, unethical, unsafe or incompetent nursing practice. The Board provided numerous educational offerings to discuss the requirement with students, practitioners, nurse managers and educators. The number of complaints will likely continue to rise as more nurses understand their legal responsibilities. The Board has taken disciplinary action against those nurses who failed to report known violations.

In FY 2003, the Board disciplined the license of 382 nurses. Of those, 243 cases were settled through negotiation and 41 were resolved through the formal hearing process. There were 98 licensees who chose to voluntarily surrender, for revocation, the license rather than face disciplinary action. Twenty-two applicants for original licensure were disciplined and 16 revoked or lapsed licenses were reinstated through the disciplinary process. Both probation monitoring and the voluntary disciplinary alternative program (VDAP) monitored an average of approximately 200 licensees throughout FY 2003.

The most common ground for disciplinary action was substance abuse. The second most common reason was the substandard practice category which includes varied violations such as, falsification of records, knowledge deficit, and patient abandonment.

Of increasing concern is the increase in the number of nurses who were disciplined for working without an active Board-issued license and/or specialty approval. In FY 2003, 27 licensees were disciplined for working without appropriate credentials. A nurse must have a current license and current specialty approval, if an advanced practice nurse, to practice in the State of Alabama. The Board has taken discipline against those licensees who worked without a license and/or specialty approval as well as the nursing supervisor who failed to ensure proper credentials.

In March of 2001, the Board approved the recommendation of the Chemical Dependency Task Force to require comparative evaluations of Probation and ANNA (now VDAP) on program

effectiveness, equity in the management of cases, effectiveness of processes and procedures for monitoring. In FY 2003, these were parallel programs that were totally equitable in their terms and followed the same monitoring processes and procedures for noncompliance. Each program was managed by two staff members (one administrative and one clerical) with the same information technology and legal support. The two directors worked together in a cohesive manner so that both programs are managed the same with coordination in regard to correspondence and addressing non-compliance. While effectiveness is difficult to quantify, both programs are successfully removing chemically dependent nurses from practice and are monitoring their recovery program for compliance with their Board Order/Agreement to ensure that they are drug free and capable of providing safe practice.

Strides were made in the utilization of technology in the monitoring of licensees in VDAP and on probation. The Board's licensing software greatly enhanced the Board's ability to monitor compliance of licensees on Board Orders/Agreements. In FY 2003, a change occurred in the drug screen provider and this change, in addition to increasing data entry efficiency, should also provide the Board with quicker results and Medical Review Officer reports. The drug screening provider also agreed to assist the Board with the addition of methods of testing such as blood, hair and breath.

The Alabama Board of Nursing FY 2003 Strategic Plan required that fiscal information be collected and analyzed related to Discipline and VDAP as an ongoing part of performance-based budgeting. The data for FY 2003 revealed that the VDAP fee paid by participants almost covers the salaries of its two employees and the probationary fine covers approximately half the cost of salaries for its two employees. The disciplinary fine is generally attached to a Board Reprimand and is frequently only \$250. One employee performs the monitoring of payment of those fines and her salary is covered by the monies generated.

The performance-based budgeting requirement continues and should provide more detailed information in the future. Revenue-generating ideas such as on-line educational courses which are mandated by Board Order and recovery of costs for hearings are being considered.

Legal division activities for FY 2003 are listed, in table form, in Appendix D.

## FINANCE

### Comparison of Actual Revenues and Expenditures to Budget

The proposed expenditure budget for FY 2003 was \$4,330,120.00. The amount expended was \$3,555,063.67 or 82.10% of the budgeted amount, reflecting a savings of \$775,056.33. The remaining amount reverted into the Alabama Board of Nursing Trust Fund for future use. The Board budgeted additional monies to purchase the digital imaging system and through the state bid process, the expected expenditure is less than budgeted.

Revenues also exceeded expectations. The Board received \$4,215,303.18 and budgeted \$3,549,925.00, an excess of \$665,378.18.

#### FY 2003 Revenues and Expenditures

##### REVENUES:

Licenses and Permits	\$3,092,005.90
Examination Fees	362,750.00
Board Penalties	84,042.00
Miscellaneous Fees	218,248.51
Other	458,256.77
<b>TOTAL REVENUES</b>	<b>\$4,215,303.18</b>

##### EXPENDITURES:

Personnel Costs	\$1,977,227.27
Travel Expenses	54,287.29
Operating Expenses	1,432,563.44
Equipment Purchases	90,985.67
<b>TOTAL EXPENDITURES</b>	<b>\$3,555,063.67</b>

### Fee Schedule

The Board's schedule of fees is listed in Alabama Board of Nursing Administrative Code, Chapter 610-X-4-.13 as well as being posted on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us). Due to the increasing number of personal checks returned for insufficient funds, the Board placed additional restrictions on the types of personal checks that would be accepted. The fee schedule was revised in FY 2003 to eliminate personal checks as an acceptable form of payment if the payment was for license verification, from an out-of-state bank, or was written by a third-party.

## FY 2003 Dishonored Checks

Revenue Type	Number of Bad Checks	Total Amount of Bad Checks	Total Amount of Bad Check Fees	Total Amount Due
Disciplinary Fine	1	1,000.00	29.00	1,029.00
Duplicate Card	5	125.00	150.00	275.00
Endorsement	3	255.00	90.00	345.00
Endorsement – TP	5	570.00	118.00	688.00
Examination	7	595.00	209.00	804.00
Examination – TP	9	750.00	240.00	990.00
Initial AP Certification	2	300.00	59.00	359.00
Probationary Fine	1	1,000.00	30.00	1,030.00
Reinstatement – Lapsed License	22	3,520.00	597.00	4,117.00
Renewals	58	3,480.00	1,609.00	5,089.00
VDAP Monitoring Fee	2	1,500.00	60.00	1,560.00
Verification of Licensure	17	470.00	473.00	943.00
<b>TOTAL</b>	<b>132</b>	<b>13,565.00</b>	<b>3,664.00</b>	<b>17,229.00</b>

The Board reviews historical information related to fees, expenditures, and revenues at each September meeting. The fees and fines generated by the Board are necessary for funding the Board's activities and programs. The Board of Nursing does not receive monies from the General Fund. Financial reports are reviewed at each Board meeting and expenses are closely monitored. The Board's performance-based budgeting initiative continued during FY 2003 to provide more comprehensive financial reports to the Board.

### Dishonored Checks

The Board revoked three licenses for failure to submit proper payment even after receipt of notice that a personal check was dishonored by the financial institution. Three individuals were reported to the Montgomery County District Attorney's Worthless Check Unit in an attempt to recoup the payment. Board staff spends a considerable amount of time attempting to collect fees associated with dishonored personal checks. In addition to the face value of the personal check, a statutory bad check fee applies. The Board will not accept personal checks for at least three years from an individual licensed nurse who writes a personal check to the Board that is dishonored by the financial institution. Acceptable forms of payment are listed in the fee schedule, posted on the Board's web site, [www.abn.state.al.us](http://www.abn.state.al.us).

### Post-Baccalaureate Nursing Education Scholarships

The Board of Nursing receives money annually from the Education Trust Fund to administer Post-Baccalaureate Nursing Education Scholarships. The total amount awarded to the fifteen scholarship recipients was \$46,076.58.

Scholarships are awarded to residents of Alabama who:

- 1) Have active and unencumbered Alabama registered nursing licenses;
- 2) Are seeking a masters or doctorate degree in nursing or nursing anesthesia;
- 3) Are attending a school of nursing in Alabama.

A commitment of one year of nursing practice in Alabama following graduation is required. Information about the scholarship is available on the Board's website, [www.abn.state.al.us](http://www.abn.state.al.us).

Funding of the post-baccalaureate scholarships is dependent on appropriations from the Alabama legislature. Due to funding difficulties, the Education Trust Fund was prorated at 5%, thus reducing the individual recipient awards from \$3,800 per year to \$ 3,407.26.

**FY 2003 Post-Baccalaureate Nursing Education Scholarship Recipients**

NAME	CITY OF RESIDENCE	SCHOOL OF NURSING	ANTICIPATED DEGREE
Mary J. Byram	Florence	UAH	MSN
Jamie L. Chappell	Rockford	Troy State	MSN
Towanna S. Crooms	Cowarts	USA	MSN
Lisa E. Gurley	Birmingham	Samford	MSN
Donna L. Harrison	Pelham	Samford	MSN
Cynthia D. Jackson	Gordo	Capstone	MSN
Henley M. Livingston	Sylacauga	UAB	MSN
Melanie B. Malone	Russellville	UAH	MSN
Tommy A. Morton	Oxford	USA	MSN
Melisa K. Phillips	Tuscaloosa	Capstone	MSN
Sarah L. Robertson	Hoover	Samford	MSN
Cynthia J. Tice	Russellville	UAH	MSN
Virginia A. Vincent	Hoover	UAB	MSN
Agnes D. White	Mobile	Univ. of Mobile	MSN
Brandy D. Yates	Auburn	Troy State	MSN

**NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC. (NCSBN)**

The Alabama Board of Nursing is an active member of the National Council of State Boards of Nursing, Inc. NCSBN develops the national licensure examination, NCLEX®. Membership in NCSBN allows candidates from Alabama access to NCLEX®. NCLEX® is the standard used throughout the United States and its territories to determine entry competency.

Board members and staff participated in NCSBN activities. Marjesta Kahn Jones, LPN, Board Member, was elected to a Director at Large position during the 2003 Annual Meeting. Patricia LeCroy, MSN, RN, Board Member, was appointed to serve on the Bylaws Committee during FY 2003. N. Genell Lee, MSN, RN, JD, Board Executive Officer, served on the Finance Committee during FY 2003.

Sharon Yeldell, MSN, RN, served on the NCSBN Post-Entry Competency Subject Matter Expert Panel.

Alabama nurses also volunteered to participate in NCLEX® item development. The NCSBN web site, [www.ncsbn.org](http://www.ncsbn.org), contains information about volunteering to serve on national committees and in the exam development process.

**ABN STRATEGIC PLAN**

The Board of Nursing's FY 2003 Strategic Plan established expected performance measures and strategies for accomplishing the measures. The accomplishments are provided below.

**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.

- **Analyze methods to enhance revenues.**  
A study of the fee schedule, including the history of fees was conducted and presented to the Board. Proposed revisions to the fee schedule, including an increase in biennial renewal fees, were presented in FY 2003.
- **Evaluate mutual recognition and whether to enter the compact.**  
An analysis was provided at the November 2002 Board meeting. Data regarding discipline from those states in the compact is not yet available.
- **Enhance web-based services.**  
The staff had conversations with Alabama Interactive regarding adding applications for licensure by examinations, endorsements, and verifications to the web-based applications.

Alabama Interactive provided some preliminary information and the IT staff is developing files to send to Alabama Interactive. A survey regarding online license verification went to the CNOs of hospitals, nursing homes, and ambulatory surgery centers. Information was presented to the Board at the August 2003 work session. Name and address changes added to online services in July 2003. Postcards were mailed to LPNs to remind them of online renewal.

- **Analyze and compare resource use of web-based services versus traditional paper services.**

Staff estimated that every fifty (50) paper renewal applications required one and one-half hours of total employee time to process. The processing time included opening, verification of correct data, data entry, financial reconciliation and filing. During FY 2003, Board staff saved approximately 520 hours of time on paper renewals. The total time involved in downloading the online files and preparing them for processing was ten (10) minutes per day.

**Nursing Education Program Approval:**

Enforce standards and outcomes for nursing education programs in a timely, technologically-advanced, cost-effective manner to assure competent candidates for entry into nursing practice.

- **Establish outcome studies for Board interventions, recommendations, and directives.**

Will utilize information in database to evaluate the impact of educational rule changes on programmatic performance. Improvements in performance will be evaluated based on evidence of best practices. The lack of an in-house nurse researcher hampered this strategy.

- **Collect and analyze fiscal information related to nursing education program regulation.**

Data continued to be collected as part of the performance-based budgeting initiative.

- **Analyze and evaluate nursing education programs that prepare advanced practice nurses.**

A discussion was held at the April 17, 2003 Board Work Session regarding the structure for conducting the analysis. Advanced practice issues were addressed at the June 20, 2003 Summit, including curriculum analysis. A

meeting of the Southern Rural Access Project staff, including Ruth Harrell and Dr. Wil Baker, led to meetings with the deans of the nursing programs that prepare nurse practitioners. This project carried over into FY 2004.

- **Design and implement a nursing education database based on Chapter 610-X-3.**

Once the Board approved the nursing education annual report, staff met to discuss required elements of a database. Anticipate completion in FY 2004.

- **Assure compliance with Chapter 610-X-3, including revision of any documents or tools used to evaluate compliance.**

All documents or tools previously used to evaluate compliance are under revision. Annual Report tool was revised. Proposed annual report format was provided to Summit attendees at June 20, 2003 Summit. Board approved annual report format at July 2003 Board meeting. Annual report was sent out (via email and posted on web site) with a return date of November 1, 2003.

- **Implement TQM plan for functions and activities of the education section of the agency.**

Critical indicators have been identified.

- **Develop and implement a data collection and retrieval system for nursing education regulation.**

Information will be extracted from the annual report and merged with data on-hand to create database.

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

- **Collect and analyze fiscal information related to disciplinary and VDAP programs.**

This is an ongoing part of the performance-based budgeting project.

- **Associate disciplinary action with specific nursing education programs.**

Now that a system is in place for identifying specific violations, anticipate that a year end report will be generated that provides specific information related to the violation and the educational program the licensee attended.

- **Develop and implement electronic reporting of disciplinary actions to the National Council of State Boards of Nursing, Inc., and the Healthcare Integrity Protection Databank (HIPDB).**

A system is in place for identifying violations. Once violations are entered into the licensing database, a test of electronic reporting to NCSBN will occur.

- **Assure compliance with reporting requirements to the Office of Inspector General (OIG).**  
Reports continued to go to the OIG after each Board meeting.

**Practice/Advanced Practice:** Assure competent practitioners to deliver safe nursing care to Alabama residents.

- **Revise and implement advanced practice rules and regulations.**

The Nursing Practice and Discipline Committee revised the proposed regulations, incorporating recommendations from the Board. The proposed revisions were approved at the May 2003 Board meeting. A public hearing was held June 19, 2003 and rules approved at the July 2003 meeting. Rules filed with Alabama Legislative Reference Service on August 25, 2003 and became effective September 29, 2003. A letter was sent to all CRNPs and CNMs following the September 2003 Board meeting explaining the rules changes.

- **Evaluate, analyze and determine methods of establishing continued competence of licensees.**

An ongoing survey of other states' requirements to reinstate a lapsed license occurred. Ms. Cotton presented information about the Citizen Advocacy Center's conference at the August 2003 work session. Sharon Yeldell, MSN, RN, Director of Education and Community Resources at Cooper Green Hospital, presented information on the NCSBN Post-Entry Competency Subject Matter Expert Panel at the August 2003 work session.

- **Establish and maintain routine technology-driven methods of communicating with chief nursing executives of Alabama health care facilities.**

The nursing educators are in a group email. There are only 55 programs so it is easier to keep up with address changes and program

directors than for health care facilities. A page for chief nursing executives was posted on the web site. The resources required to maintain CNE email addresses for 1500 health care facilities are intense. By having specific information for CNEs on the web, it encourages them to go to that location to view information. The page is on the web and is mentioned in presentations.

- **Collect and analyze fiscal information related to practice and advanced practice.**

Continued as a part of the performance-based budgeting.

- **Review CPT billing codes to assure adherence to scope of practice.**

Staff met with the ASNA Nurse Practitioner Council December 18, 2002 and provided information regarding the current BCBS NP CPT codes. A letter was sent to the Dean of each of the six nursing programs that offer nurse practitioner education to inquire about whether CPT, ICD-9 and other reimbursement issues are included in the nurse practitioner curriculum. Staff met with representatives of the North Alabama Nurse Practitioner Association, an affiliate group of the American Academy of Nurse Practitioners and Region 11 of the AANP. Initial planning started for conference on NP reimbursement, coding, scope of practice and fraud and abuse. The process was discussed at the April 17, 2003 Board Work Session and staff were directed to respond and bring those codes to the Board that are not within the scope of practice or that staff questions. A CPT conference was planned for FY 2004.

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

- **Develop and implement a cost-effective continuing education plan.**

All continuing education activities were identified. Information on current costs of these activities to the agency was researched. The Board approved a comprehensive plan at the September 2003 meeting.

- **Collect and analyze fiscal information related to continuing education.**

Continued as part of performance-based budgeting process.

- **Plan and implement required continuing education programs for new graduates.**

Programs were scheduled for 2003; informational brochures were mailed to individuals licensed by examination; information posted on web site; nursing education programs provided with information. Additional programs were added due to the number of newly licensed LPNs who had not attended a class (approximately 500). Letters were sent to the LPNs to remind them of the mandatory nature of the program.

- **Evaluate development of on-line continuing education programs.**

Continued to analyze and investigate.

- **Review Chapter 610-X-12, Continuing Education and decide to revise or delete.**

Board repealed Chapter 610-X-12, final certification filed with the Alabama Legislative Reference Service.

**Governance:** Assure that governance supports the mission, values, vision, and legal mandate of the Alabama Board of Nursing.

## **Fiscal Accountability**

- **Assure fiscally-responsible decision making in conducting Board business.**

More detailed financial reports are being provided at each Board meeting. A special audit by the Examiners of Public Accounts occurred. A six year trend of revenues and expenditures was presented to the Board at the August 2003 work session.

- **Implement performance-based budgeting.**

The process of allocating revenues and expenditures continued. Staff budget committee meets monthly and started review of strategic plan, performance indicators for TQM and financial reports.

- **Establish total quality management for financial section of agency.**

Continued to identify performance measures.

- **Award post-baccalaureate scholarships to qualified applicants.**

Staff reviewed the initial applications and recommendations were made to the Board at the July 2003 Board meeting. Fifteen recipients

were notified by mail of their selection but that we were waiting for legislative appropriation. Appropriation was only about 25% of previous appropriations. Each recipient will receive markedly reduced amount (about \$850 each) for the first semester of school.

## **Evidence-Based Decision Making**

- **Evaluate available regulatory research findings in decision making as appropriate.**

Some of the synthesized information was presented at the April 17, 2003 Board Work Session. Questions of methodology were raised and the nurse consultant position is vacant so this goal will be addressed in the future. Dr. Jean Lazarus presented Mayday Scholars Program findings from CRNP study at the June 19, 2003 work session.

- **Conduct appropriate studies in a cost-effective manner.**

Minimal studies were conducted in FY 2003 due to the lack of an in-house researcher.

- **Use information from systematic policy analysis in research direction for decision making.**

Based on the information from the Research Advisory Council, and the resignation of the nurse consultant, current studies or proposals are on hold.

## **Public Accountability**

- **Communicate Board decisions and policy to stakeholders and other policy makers.**

Board actions for FY 2002 were posted on the Board's web site. Declaratory Rulings since 2000 were posted on the web site. Discipline information was posted on the web site within 2 weeks of the Board meeting. The FY 2002 Annual Report was printed and mailed to the Governor and each licensee in August 2003.

- **Assure public representation on Board advisory councils.**

Invitations were sent for membership on the Research Advisory Council and consumers were included in the list of invitees. A number of consumers agreed to serve.

- **Serve as information resource to stakeholders and other policy makers.**

The number of "hits" to the Board's web site increased. The counter was reset at the beginning of renewals the end of August. As of August, 2003, 131,236 hits had been counted

on the web site. We continued to receive speaker request forms and staff offer continuing education on an ongoing basis.

- **Complete Board history project.**

The Board decided at the November 2002 meeting to make all public records readily available and electronically retrievable where possible. That policy decision completes the history project because it provides for an expectation of easy access to records while providing the flexibility for the method of storage and retrieval. The imaging system implementation is expected in FY 2004.

- **Systematically evaluate the nursing shortage and proactively provide state leadership.**

The President and EO attended two meetings of the ASNA Commission on Professional Issues to discuss strategies to deal with the

nursing shortage. The Board approved the development and implementation of a Center for Nursing at the March 2003 meeting and an operational plan was approved at the May 2003 meeting. The Summit had a session on the Center for Nursing and a break out session included data sets. Recruitment of a Director for the Center of Nursing is the next step once state personnel approves the position.

- **Enhance the integration of education and practice regulation.**

A Congruence Advisory Council met in FY 2002. The decision was made to incorporate congruence into the June 20, 2003 Education Summit. The conclusion, discussed by the Board at the July 2003 meeting, was that nothing is solid on congruence and no immediate future plans exist to address the issue.

**APPENDIX A**

**FY 2003**

**BOARD ACTIONS**

# ALABAMA BOARD OF NURSING

## FY 2003 BOARD ACTIONS

### October 1, 2002 – September 30, 2003

#### BOARD

##### November 2002

- Established 2003 Board meeting dates.
- Established 2003 dates for Board work sessions (substituting for committee meetings)
- Appointed Peggy Benson as representative to State Trauma Task Force
- Nominated Dr. Hilda Reynolds and Dr. Charlie Jones Dickson to Alabama Nursing Hall of Fame
- Approved response to ACAPNEP letter related to nursing education rules
- Approved FY 2003 Strategic Plan
- Approved Annual Summit for next two years in the Fall season
- Approved enhancement of Annual Report and distribute to licensees and stakeholders in lieu of newsletter

##### March 2003

- Appointed Peggy Benson, MSHA, RN, CNA as the Board's representative to the Southeast Alabama Emergency Medical Services Council.
- Approved creation of Center for Nursing with the direction to the EO to provide a report to the Board.
- Approved Board position to oppose any legislation that would allow unlicensed personnel to administer glucagon in the schools.
- Approved Board Member Responsibilities.

##### July 2003

- Approved FY 2004 retreat to discuss strategic planning.

##### September 2003

- Established FY 2004 Board member compensation at \$125.00 per day.
- Evaluated Executive Officer and provided for 5% salary increase.
- Approved EO evaluation tool for FY 2004
- Approved nomination of Jean Mann Lazarus, Ed.D, RN for induction into the Alabama Healthcare Hall of Fame

#### ADMINISTRATION

##### November 2002

- Approved providing Alabama Department of Public Health the mailing list to contact nurses related to smallpox vaccinations.
- Approved that all public records of the Board that are reasonably available be electronically retrievable.

##### January 2003

- Approved placing Executive Officer Evaluation on work session agenda rather than having a task force.

##### May 2003

- Approved revised organizational charts for authority and functionality.
- Approved ABN 5th Annual Summit schedule, purpose, objectives.

##### July 2003

- Approved printing and mailing FY 2002 Annual Report to all licensees
- Approved FY 2004 Operations Plan

##### September 2003

- Approved FY 2005 Budget.
- Approved revised Fee Schedule.

#### ADVANCED PRACTICE

##### November 2002

- Approved referral of Chapter 610-X-5, Advanced Practice—Collaborative Practice to the Joint Committee for review and recommendation
- Granted petition for declaratory ruling for Michael Carmine Buffalo, RN, MSN, CCRN: provisional approval until such time as NP exam in pediatric acute care offered by a national certifying body. One year provisional approval expires one year from date exam first offered.

##### January 2003

- Approved fine needle aspiration of the breast for CRNPs.
- Approved transfer of exception for 9 FTEs from Seine Chiang, MD to Hedwig Saint-

Louis, MD, Medical Director of Planned Parenthood of Alabama.

- Approved transfer of exception of unlimited FTEs at Good Samaritan Clinic in Tuscaloosa from Mark Woods MD to James Robinson MD.
- Approved an exception to limit on CRNPs for Andy Kirk, MD for a total of 3 FTEs for 3 CRNPs in the VA Community Clinic in Dothan for a period of one year
- Approved an exception to limit of CRNPs for a total of 2.5 FTEs/3 CRNPs for Ronald Dykes, MD for seven months

#### March 2003

- Approved removal of sphenoidal EEG electrode for patients who have had no facial nerve palsy for the practice of CRNPs in an approved collaboration.

#### May 2003

- Approved collaboration of Trinette Bell with Andy Kirk, MD concurrent with the leave of Anna Owens and terminating with Ms. Owens return to work or June 30, 2003 whichever occurs first.
- Continued temporary approval for CRNPs in collaboration with Hedwige Saint-Louis, MD in the clinics of Planned Parenthood of Alabama until September 2003.
- Approved addition of treadmill and pharmacological stress testing under physician supervision to the protocol for Margaret Ainsworth, CRNP and Michael Honan, MD.
- Denied addition of sentence, "The Joint Committee shall be informed of pending investigation of an applicant."
- Approved amendment of ABN Administrative Code, Chapter 610-X-2, Definitions, Advanced Practice
- Approved new ABN Administrative Code, Chapter 610-X-5, Advanced Practice Nursing, Collaborative Practice.
- Approved amendments to ABN Administrative Code, Chapter 610-X-9, Advanced Practice Nursing

#### July 2003

- Approved continuation of Advanced Practice Advisory Council
- Approved exceptions for Planned Parenthood related to on-site face to face time

#### September 2003

- Approved application processing only for applicants engaged in collaborative practice.
- Appointed Diantha Miller for another three year term as the CRNP representative on the Joint Committee.
- Approved membership on Advanced Practice Advisory Council.

### CENTER FOR NURSING

#### May 2003

- Approved operational plan for the Center for Nursing.

#### September 2003

- Determined membership on Center for Nursing Advisory Council.

### CONTINUING EDUCATION

#### March 2003

- Approved repeal of ABN Administrative Code, Chapter 610-X-12, Continuing Education.

#### May 2003

- Approved staff guidelines for "recognized" CE providers.
- Approved amendment of ABN Administrative Code, Chapter 610-X-10, Continuing Education to provide specific regulations related to active military deployment.

#### September 2003

- Approved CE Plan.

### EDUCATION

#### November 2002

- Deferred action on Wallace State Community College-Dothan request to eliminate microbiology from the ADN curriculum.
- Granted approval to Southern Union Community College ADN Program.
- Granted approval to Southern Community College PN Program
- Directed development of competencies, knowledge requirements, skills and role expectations of each level of nursing education

#### January 2003

- Provided notice of deficiency for failure to meet the NCLEX 75% standard for first-time writers to the following PN programs:  
Chattahoochee Valley, Ayers State, Gadsden State, Bishop State, Southern Community and Trenholm State.

- Provided notice of deficiency for failure to meet the NCLEX 75% standard for first-time writers to the following RN programs:  
University of Mobile-ADN, Lawson State, Spring Hill, and Bishop State Community College.
- Granted provisional approval to Faulkner State Community College to implement ADN and PN programs Fall Semester 2003.
- Provided notice of deficiency to Northeast Alabama Community College for (1) failure to meet the faculty:student ratio of 1:8; and (2) failure to meet the 75% NCLEX standard for first-time writers.
- Granted full approval to Wallace Community College-Selma ADN & PN Programs based on routine survey visit.
- Provided notice to Wallace Community College-Dothan that: (1) curriculum change implemented in April 2002 (deletion of microbiology) was not approved by the Board as required by the rules in effect at the time; (2) students graduating from a non-approved curriculum are not eligible for NCLEX; (3) failure to comply with published regulations is a deficiency and immediate compliance is expected; (4) elimination of microbiology from curriculum was not approved by the Board so request to add it back to the curriculum is moot; and (5) request to drop English 102 from the curriculum is at discretion of the school.

#### March 2003

- Approved maintaining fiscal year as the Board-approved time period for NCLEX results.
- Approved holding an Education Summit June 20, 2003 in lieu of the planned fall summit.

#### May 2003

- Approved Bessemer State Technical College-PN Program based on correction of deficiencies.
- Approved MacArthur State Technical College-PN Program based on correction of deficiencies.

#### July 2003

- Approved continuation of Articulation/Mobility Advisory Council
- Determined that letters of support for graduate programs in nursing would not be appropriate

#### July 2003

- Approved the revised Nursing Education Program Annual Report

#### September 2003

- Approved membership for Articulation/Mobility Advisory Council

### LEGAL

#### September 2003

- Approved changes to consent orders and Board Orders to require CRNP and CNM disciplined by the Board to provide copy of Board Order to each collaborating and covering physician and provide written verification back to the Board.

### LICENSING

#### November 2002

- Approved, as final certification, revisions to fee schedule.

#### January 2003

- Denied petition for declaratory ruling from Kimberly Dickie Jones related to request to waive the CE earning period.

#### September 2003

- Granted petition for declaratory ruling for Margaret Kornecki exempting her from CGFNS requirement.

### PRACTICE

#### November 2002

- Approved request for RNs in ICU at Baptist Medical Center-Walker to conduct peripheral nerve stimulation for evaluation of neuromuscular blockade in accordance with standardized procedure
- Approved performance of microdermabrasion by RNs and LPNs in the practice of Melinda Birchmore-Musick, MD in accordance with submitted standardized procedure
- Approved request from Druid City Hospital in Tuscaloosa for RNs in ICU and ED to administer neuromuscular blocking agents in accordance with standardized procedure as a 12-month pilot project

#### January 2003

- Approved final school nurse curriculum as amended to teach unlicensed school personnel how to assist with medications in the school setting.

- Amended Chapter 610-X-6, Standards of Nursing Practice by adding sections .08 -.11.
- Amended Chapter 610-X-9, Advanced Practice Nursing by deleting .06, Exceptions, related to local anesthetics.

#### March 2003

- Issued declaratory ruling approving advanced practice nurses to perform physical examinations of drivers of commercial vehicles but not registered or licensed practical nurses.

#### September 2003

- Approved standardized procedure for Huntsville Hospital for administration of RSI medications by RNs under direct supervision.
- Approved standardized procedure for The Children's Hospital of Alabama for administration of radioisotopes.

### **POST-BACCALAUREATE SCHOLARSHIPS**

#### July 2003

- Approved fifteen post-baccalaureate scholarship recipients
- Approved five alternates for post-baccalaureate scholarships in the event any of the fifteen selected decline the scholarship

#### September 2003

- Cancelled Tommy Morton's debt to State Treasury for one disbursement in 2003 due to his physical inability to fulfill the conditions of the scholarship award.

### **NATIONAL COUNCIL STATE BOARDS OF NURSING, INC.**

#### March 2003

- Nominated Marjesta K. Jones, LPN to seek election as Director at Large for NCSBN.
- Provided comments regarding proposed changes to NCLEX-RN® Test Plan
- Denied request to participate in 2003 Commitment to Ongoing Excellence (CORE) study.

#### May 2003

- Elected Peggy Benson and Marjesta Jones as delegates for the Annual Meeting.
- Elected Elaine Klein and Joyce Chappellear as alternate delegates for the Annual Meeting.
- Nominated Dr. Billie Rozell for the 2003 NCSBN Meritorious Achievement Award.

#### July 2003

- Approved recommendation for delegates to present mission and inquire about future direction of NCSBN.

# **APPENDIX B**

# **BOARD APPROVED NURSING EDUCATION PROGRAMS**

Approved Registered Nursing Programs					
Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
ALABAMA SOUTHERN COMMUNITY COLLEGE Wanda Whiting, Director of Nursing & Allied Health	P.O. Box 2000 Hwy 21 S Monroeville, 36461 251-575-3156 ext. 238	ADN	11 81.82	13 100	5 100.00
AUBURN UNIVERSITY Dr. Barbara Witt, Dean	107 Miller Hall Auburn, 36849 334-844-5665	BSN	67 91.04	76 89.50	68 92.6
AUBURN UNIVERSITY- MONTGOMERY Dr. Barbara Witt, Dean	P.O. Box 244023 Montgomery, 36124-4023 334-244-3658	BSN	40 80.00	32 90.60	26 96.2
BEVILL STATE COMMUNITY COLLEGE Patricia Reeves, Division Chair of ADN Program	1411 Indiana Avenue Jasper, 35501 1-800-648-3271 ext. 5763	ADN	61 95.08	59 94.90	62 88.7
BISHOP STATE COMMUNITY COLLEGE Barbara Powe, Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile, 36603 251-405-4497	ADN	173 57.80***	136 70.60*	86 69.8*
JOHN C. CALHOUN STATE COMMUNITY COLLEGE Jan Peek, Chairperson Department of Nursing	P.O. 2216 Decatur, 35609-2216 256-306-2795	ADN	76 80.26	68 97.10	91 87.9
CENTRAL ALABAMA COMMUNITY COLLEGE Coosa Valley School of Nursing Dr. Melanie Bolton, Provost, Director of Nursing	P.O. Box 389 Childersburg, 35044 256-378-5576 ext. 6581	ADN	25 80.00	28 85.70	27 88.9
CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Dixie Peterson, Division Chair, Health Sciences	2602 College Drive Phenix City, 36869 334-291-4925	ADN	20 95.00	27 77.80	37 81.1

## Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
FAULKNER STATE COMMUNITY COLLEGE Jean Graham, Director of Nursing and Allied Health	1900 US Hwy 31, S Bay Minette, 36507 251-580 2293	ADN	NA – New Program	NA – New Program	NA – New Program
GADSDEN STATE COMMUNITY COLLEGE Connie M. Meloun, Chair Health Sciences	P.O. Box 227 Gadsden, 35902-0227 256-549-8320	ADN	50 94.00	50 96.00	53 96.2
JACKSONVILLE STATE UNIVERSITY Lurleen B. Wallace College of Nursing Dr. Martha Lavender, Dean	700 Pelham Road North Jacksonville, 36265-9982 256-782-5428	BSN	50 100.00	71 91.50	70 88.6
JEFFERSON DAVIS COMMUNITY COLLEGE Ann Mantel, Director of Nursing	P.O. Box 958 Brewton, 36427-0958 251-809-1600 or 1601	ADN	57 77.19	67 86.60	70 78.6
JEFFERSON STATE COMMUNITY COLLEGE Janice S. Pyle, Director of Nursing and Allied Health	2601 Carson Road Birmingham, 35215 205-856-7940	ADN	50 74.00**	48 87.50	71 87.3
LAWSON STATE COMMUNITY COLLEGE Shelia Marable, Chairperson Dept. of Health Professions	3060 Wilson Road Birmingham, 35221 205-929-6437	ADN	26 70.80**	30 70.00*	23 100.0
NORTHEAST ALABAMA COMMUNITY COLLEGE Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville, 35986 256-228-6001 ext. 316	ADN	48 89.58	39 71.80*	42 92.9

### Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
NORTHWEST SHOALS COMMUNITY COLLEGE Sheila Smith, Director of ADN Program	2080 College Road Phil Campbell, 35581 256-331-6237	ADN	43 95.35	61 88.50	78 85.9
OAKWOOD COLLEGE Dr. Carol Allen, Chairperson Dept. of Nursing	7000 Adventist Blvd. Huntsville, 35896 256-726-7287	ADN	8 100.00	5 100.00	3 100.0
SAMFORD UNIVERSITY Ida V. Moffett School of Nursing, Dr. Nena Sanders, Dean	800 Lakeshore Drive Birmingham, 35229 205-726-2861	BSN	38 97.37	40 90.00	45 91.1
SHELTON STATE COMMUNITY COLLEGE Gladys Hill, Director of Nursing and Allied Health	9500 Old Greensboro Road Tuscaloosa, 35405 205-391-2457	ADN	31 90.32	29 93.10	47 95.7
SOUTHERN UNION STATE COMMUNITY COLLEGE Lynn Harris, Chair, Dept. of Nursing	1701 LaFayette Pkwy. Opelika, 36801 334-745-6437 ext. 5510	ADN	80 86.25	62 83.90	69 84.1
SPRING HILL COLLEGE Dr. Carol Harrison, Chair Division of Nursing	4000 Dauphin Street Mobile, 36608 251-380-4490	BSN	24 87.50	16 68.80*	11 100.0
TROY STATE UNIVERSITY-TROY Dr. Bernita Hamilton, Director School of Nursing	Collegeview Boulevard Troy, 36082 334-670-3428	BSN	33 87.88	31 80.60	27 88.9
TROY STATE UNIVERSITY (TSUM) Dr. Donna Bedsole, Director ASN Program	340 Montgomery Street Montgomery, 36104 334-834-2320	ADN	38 94.74	49 81.60	33 90.9
TUSKEGEE UNIVERSITY Dr. Doris Holeman, Associate Dean/Director	Basil O'Connor Hall Tuskegee, 36088 334-727-8382	BSN	6 83.33	16 75.00	5 40.0*

Approved Registered Nursing Programs (continued)					
Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
UNIVERSITY OF ALABAMA Capstone College of Nursing Dr. Sara E. Barger, Dean	P.O. Box 870358 Tuscaloosa, 35487-0358 205-3486-6639	BSN	68 97.06	54 96.30	57 93.0
UNIVERSITY OF ALABAMA AT BIRMINGHAM Dr. Rachel Booth, Dean	UAB Station 1701 University Blvd. Birmingham, 35294-7210 205-934-5428	BSN	97 87.63	114 90.40	79 86.1
UNIVERSITY OF ALABAMA IN HUNTSVILLE Dr. Fay Raines, Dean	301 Sparkman Drive Huntsville, 35899 256-824-6345	BSN	53 88.68	85 78.80	79 92.4
UNIVERSITY OF MOBILE Dr. Elizabeth Flanagan, Dean, School of Nursing	P.O. Box 13220 Mobile, 36663-0220 251-675-5990 ext. 253	BSN	34 76.47	27 88.90	15 100.00
		ADN	38 71.05**	60 68.30*	80 57.5
UNIVERSITY OF NORTH ALABAMA Dr. Birdie Irene Bailey, Dean College of Nursing and Allied Health	University Box 5054 Florence, 35632-0001 256-765-4311	BSN	63 82.54	54 87.00	50 90.0
UNIVERSITY OF SOUTH ALABAMA Dr. Debra Davis, Dean	USA Springhill Avenue Mobile, 36688-0002 251-434-3410	BSN	61 78.69	123 94.30	99 89.9
UNIVERSITY OF WEST ALABAMA Ida D. Pruitt Division of Nursing, Sylvia Homan, Chairperson	Station 28 Livingston, 35470 205-652-3517	ADN	24 91.67	25 100.00	19 100.0
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN Jackie Spivey, Director ADN	1141 Wallace Drive Dothan, 36303 334-983-3521 ext. 407	ADN	48 87.50	94 90.40	72 76.4

### Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
GEORGE C. WALLACE STATE COMMUNITY COLLEGE- HANCEVILLE Dr. Denise Elliott, Director, Department of Nursing	P.O. Box 2000 Hanceville, 35077-2000 256-352-8198	ADN	54 96.30	97 83.50	115 81.7
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA Becky Casey, Director, ADN	P.O. Box 2530 Selma, 36702-2530 334-876-9271	ADN	24 95.83	37 100.00	26 100.0
Alabama Totals			1,616 84.10	1,823 86.40	1,740 86.1
National Totals			68,524 85.46	71,376 86.30	75,671 87.1

\* Notice of Deficiency (Implemented with new rules)

\*\* Approval with Deficiency (Status removed with new rules)

\*\*\* Approval with warning (Status removed with new rules)

### Approved Licensed Practical Nursing Programs

Name of School/ Director of Program	Address/Telephone Number	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
ALABAMA SOUTHERN COMMUNITY COLLEGE Wanda Whiting, Director of Nursing & Allied Health	P.O. Box 2000 Thomasville, 36784 251-575-3156 ext. 238	15 80.00	33 87.90	20 95
AYERS STATE TECHNICAL COLLEGE Linda Cater, Assistant Dean for C.E. and Health Sciences	P.O. Box 1647 Anniston, 36207 256-832-1217	33 84.85	54 74.10*	52 76.9
BESSEMER STATE TECHNICAL COLLEGE Bobbie Daniel, Coordinator Nursing & Allied Health Programs	P.O. Box 308 Bessemer, 35201 205-428-6391 ext. 305	55 90.91	62 85.50	99 78.8

**Approved Licensed Practical Nursing Programs (continued)**

Name of School/ Director of Program	Address/Telephone Number	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
BEVILL STATE COMMUNITY COLLEGE Susan Burrow, Division Chair of Practical Nursing Program	P.O. Drawer 9 Hamilton, 35570 1-800-648-3271 ext. 5350	69 76.81	82 81.70	134 87.3
BISHOP STATE COMMUNITY COLLEGE Barbara Powe, Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile, 36603 251-405-4497	51 88.24	36 66.70*	35 91.4
JOHN C. CALHOUN STATE COMMUNITY COLLEGE Jan Peek, Chairperson of Nursing	P.O. Box 2216 Decatur, 35609-2216 256-306-2795	36 88.89	44 79.50	56 78.6
CENTRAL ALABAMA COMMUNITY COLLEGE Coosa Valley School of Nursing, Dr. Melanie Bolton, Provost, Director of Nursing	P.O. Box 389 Childersburg, 35044 256-378-5576 ext. 6581	23 65.22**	30 83.30	26 96.2
CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Dixie Peterson, Division Chair, Health Sciences	2602 College Drive Phenix City 36869 334-291-4925	20 85.00	32 46.90*	39 84.6
DRAKE STATE TECHNICAL COLLEGE Alice Raymond, Department Head, Nursing	3421 Meridian Street North Huntsville, 35811 256-551-3148	23 95.65	29 89.70	57 64.9
FAULKNER STATE COMMUNITY COLLEGE Jean Graham, Director of Nursing and Allied Health	1900 US Hwy 31, South Bay Minette, 36507 251-580-2293	NA – New Program	NA – New Program	NA – New Program
GADSDEN STATE COMMUNITY COLLEGE Dr. Evelyn Woods, Coordinator for Practical Nursing Program	P.O. Box 227 Gadsden, 35902-0227 256-549-8457	44 56.82**	44 70.50*	60 90.0
WALLACE COMMUNITY COLLEGE - MACARTHUR Monica Cawley, Chair, Health Sciences	P.O. Drawer 910 Opp, 36467 334-493-3573 ext. 275	37 86.49	24 87.50	22 90.0

**Approved Licensed Practical Nursing Programs (continued)**

Name of School/ Director of Program	Address/Telephone Number	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
NORTHWEST SHOALS COMMUNITY COLLEGE Ruth Mason, Director of Nursing	800 George Wallace Blvd. Muscle Shoals, 35662 256-331-6251	30 83.33	49 100	31 93.5
REID STATE TECHNICAL COLLEGE Dr. Shirley Brackin Chairperson, Health Careers	P.O. Box 588 Evergreen, 36401 251-578-1313 ext. 124	43 81.40	32 81.30	42 88.1
SHELTON STATE COMMUNITY COLLEGE Gladys Hill, Director of Nursing and Allied Health	9500 Old Greensboro Rd Tuscaloosa, 35405 205-391-2457	47 80.85	46 91.30	40 75.0
SOUTHERN UNION STATE COMMUNITY COLLEGE Lynn Harris, Chair Department of Nursing	1701 LaFayette Pkwy. Opelika, 36801 334-745-6437 ext. 5510	25 92.00	12 75.00	22 95.5
SOUTHERN COMMUNITY COLLEGE Stephanie Mitchell, Director of Nursing	P.O. Box 830688 Tuskegee, 36083 334-727-5220	1 100.00	5 60.00*	13 77.0
TRENHOLM STATE TECHNICAL COLLEGE Ethel Avery, Director, Practical Nursing	1225 Air Base Blvd. Montgomery, 36108 334-420-4415 Dir. 334-420-4438	44 65.91**	44 68.20*	28 75.0
GEORGE C WALLACE STATE COMMUNITY COLLEGE-DOTHAN Gwynn Galloway, Director, Practical Nursing	1141 Wallace Drive Dothan, 36303 334-983-3521 ext. 332	77 88.31	88 89.80	84 93.6
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-HANCEVILLE Dr. Denise Elliott, Director, Department of Nursing	P.O. Box 2000 Hanceville, 35077-2000 256-352-8198	27 85.19	32 81.30	39 79.5
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA Veronica Brown, Director, Practical Nursing	P.O. Box 2530 Selma, 36702-2530 334-876-9335	53 67.92**	9 100	26 100.0

**Approved Licensed Practical Nursing Programs (continued)**

Name of School/ Director of Program	Address/Telephone Number	NCLEX FY 00-01 # Candidates Percent Pass	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass
US ARMY RESERVE 91WMB PN SCHOOL Major Anne C. Brown, Program Director	5722 Integrity Drive Building 751 Middleton TN 38054-5022 901-874-6069	5 40.00*	0 0**	3 100.0
Alabama Totals*		761 80.55	788 81.10	939 84.7
National Totals*		34,513 86.20	37,489 86.00	43,138 88.3

\* Notice of Deficiency (Implemented with new rules)

\*\* Approval with Deficiency (Status removed with new rules)

\*\*\* Approval with warning (Status removed with new rules)

**NURSING EDUCATION PROGRAMS  
ENROLLMENTS AND GRADUATES  
October 1, 2002 – September 30, 2003**

	<b>Registered Nursing Programs Associate Degree Nursing</b>	<b>Total # Enrolled as of 10/01/02</b>	<b>Total # Enrolled as of 9/30/03</b>	<b># Graduates</b>
1.	Alabama Southern Community College	38	48	5
2.	Bevill State Community College	200	271	60
3.	Bishop State Community College	134	377	58
4.	Central Alabama Community College	75	119	27
5.	Chattahooche Valley Community College	42	33	42
6.	Faulkner State Community College	New Program	31	New Program
7.	Gadsden State Community College	169	156	54
8.	Jefferson Davis Community College	104	135	65
9.	Jefferson State Community College	109	128	58
10.	J.C. Calhoun Community College	217	231	93
11.	Lawson State Community College	118	100	23
12.	Northeast Alabama Community College	136	122	42
13.	N.W. Shoals Community College	229	217	77
14.	Oakwood College/ADN	11	4	6
15.	Shelton State Community College	106	96	46
16.	Southern Union Community College	178	256	66
17.	Wallace State Community College/Dothan	207	213	72
18.	Wallace State Community College/Hanceville	108	124	76
19.	Wallace State Community College/Selma	128	134	30
20.	University of Mobile/ADN	222	161	86
21.	University of West Alabama	78	112	20
22.	Troy State University Montgomery/ASN	218	253	32
	<b>Associate Degree Programs Totals</b>	<b>2827</b>	<b>3321</b>	<b>1038</b>
	<b>Baccalaureate Programs</b>			
1.	Auburn University	155	158	84
2.	Auburn University Montgomery	81	106	22
3.	Jacksonville State University	189	194	50
4.	Oakwood College/BSN	18	29	4
5.	Samford University	146	180	65
6.	Spring Hill College	73	68	11
7.	Troy State University/BSN	81	98	43
8.	Tuskegee University	23	39	6
9.	University of Alabama/Capstone	159	212	90
10.	University of Alabama/Birmingham	218	296	86
11.	University of Alabama/Huntsville	263	287	120
12.	University of Mobile/BSN	48	66	14
13.	University of North Alabama	290	344	101
14.	University of South Alabama	236	325	111
	<b>Total BSN</b>	<b>1980</b>	<b>2402</b>	<b>807</b>
	<b>Total All RN Programs</b>	<b>4802</b>	<b>5723</b>	<b>1845</b>

**NURSING EDUCATION PROGRAMS  
ENROLLMENTS AND GRADUATES  
October 1, 2002 – September 30, 2003**

	Practical Nursing Programs	Total Enrollment as of 10/1/02	Total Enrollment as of 9/30/03	# Graduates
1.	Alabama Southern Community College	49	75	19
2.	Bessemer State Technical College	182	166	114
3.	Bevill State Community College	149	190	130
4.	Bishop State Community College/PN	141	215	49
5.	Central Alabama Community College	49	57	37
6.	Chattahooche Valley State Community College	63	55	29
7.	Drake State Technical College	258	205	55
8.	Faulkner State Community College (9/03)	New Program	24	New Program
9.	Gadsden State Community College/ Ayers Campus	230	163	66
10.	Gadsden State Community College/ Gadsden Campus	100	92	63
11.	J.C. Calhoun Community College	81	93	60
12.	LBW Community College/ MacArthur Campus	98	174	30
13.	N.W. Shoals Community College/PN	69	74	31
14.	Reid State Technical College	100	125	40
15.	Shelton State Community College	73	92	51
16.	Southern Community College	24	39	10
17.	Southern Union Community College	27	15	18
18.	Trenholm State Technical College	85	78	26
19.	U.S. Army Reserve 91W/PN	Not Available	Not Available	3
20.	Wallace State Community College/Dothan	186	184	95
21.	Wallace State Community College/ Hanceville	108	124	76
22.	Wallace State Community College/Selma	58	64	18
	<b>Alabama Totals</b>	<b>2130</b>	<b>2308</b>	<b>1020</b>

# APPENDIX C

## FY 2003 REPORT OF NURSE POPULATION

# 2003 ANNUAL REPORT

## Registered Nurses Licensed in Alabama 1993-2003

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
<b>Located In State</b>	30,701	35,147	36,427	34,096	36,059	41,077	40,473	42,915	44,610	40,335	42,937
Employed in Nursing	25,556	26,855	28,186	29,626	29,863	32,910	33,510	34,047	33,801	34,088	44,411
Employed in Nursing	26,855	28,186	29,626	29,863	32,910	33,510	34,047	33,801	34,088	35,966	36,138
Full-time	23,151	24,366	24,832	24,994	27,838	28,256	28,381	28,149	28,737	29,651	29,766
Part-time	3,704	3,820	4,794	4,869	5,072	5,254	5,666	5,652	5,351	6,315	6,372
Employed non-nursing	721	772	1,013	1,799	1,380	982	579	797	589	37	62
Not employed	1,398	1,783	1,587	1,497	1,287	1,584	1,641	3,032	1,539	571	1,519
Student*						306	148		174	206	217
Retired*						258	240		174	677	682
No Response	1,727	4,406	3,418	937	482	4,437	318	5,285	8,038	2,878	4,319
<b>Located out of State</b>	3,211	4,551	4,104	3,595	2,779	4,934	3,822	6,118	3,541	3,182	3,909
<b>Total</b>	33,912	39,698	40,531	37,691	38,838	46,011	44,295	49,033	48,151	43,517	46,846

# 2003 ANNUAL REPORT

## Practical Nurses Licensed in Alabama 1993-2003

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Located In State	17,237	17,154	16,453	16,010	16,352	17,045	17,969	17,251	18,073	16,269	14,901
Employed in Nursing	13,768	14,019	14,274	14,412	14,630	15,232	14,610	13,773	14,217	12,105	13,123
Full-time	11,762	12,137	12,231	12,330	12,553	12,916	12,465	12,214	12,570	10,860	11,446
Part-time	2,006	1,882	2,043	2,082	2,077	2,316	2,145	1,559	1,647	1,245	1,677
Employed non-nursing	520	478	357	628	650	368	374	797	536	461	38
Not employed	1,280	1,198	773	836	948	729	783	1,746	693	571	551
Student*						129	108		155	74	132
Retired*						140	142		160	104	203
No Response	1,669	1,459	788	134	124	1,343	1,952	953	2,307	2,954	854
Located out of State	1,343	909	695	709	809	926	1,195	1,055	1,078	813	547
Total	18,580	18,063	17,148	16,719	17,161	17,971	19,164	18,306	19,151	17,082	15,448

**APPENDIX D:**

**FY 2003 Legal  
Division Activities**

### FY 2003 COMPLAINT SOURCES

Complaint Source	Advanced Practice	RN	LPN	Total
ABN Staff Initiated	15	142	74	231
Anonymous Report	0	18	12	38
Consumer	0	12	2	14
Employer/Co-Worker	3	104	88	195
Endorsement Application	1	6	3	10
Exam Application	0	3	14	17
Insurance Company	0	2	0	2
Law Enforcement	1	3	0	4
Other Agency	1	43	90	134
Patient/Family Report	2	13	6	21
Reinstatement Application	1	14	5	20
Renewal Application	0	1	0	1
Self Report	6	103	31	140
<b>TOTALS</b>	<b>30</b>	<b>464</b>	<b>332</b>	<b>826</b>

### FY 2003 CATEGORY OF COMPLAINT ALLEGATIONS

Allegation	Advanced Practice	RN	LPN	Total
Arrest/Conviction	0	18	16	34
CE Violations	0	10	0	10
Discipline/Pending Action Any State	2	15	6	23
Fraud/Deceit	1	34	33	68
Illegal Practice	11	14	10	35
Mental Disorder	0	3	0	3
Other	0	0	1	1
Patient Abuse	0	21	64	84
Practicing Beyond Scope	0	6	4	10
Probation Violation	0	31	24	55
Sexual Misconduct	1	0	2	3
State/Federal Abuse Registry	0	0	1	1
Substance Abuse	7	182	70	259
Substandard Nursing Practice	4	77	81	162
Unprofessional Conduct	2	10	11	23
Violation of VDAP Contract	2	43	9	54
<b>TOTAL</b>	<b>30</b>	<b>332</b>	<b>464</b>	<b>826</b>

<b>FY 2003 LEGAL ACTIVITIES</b>	
	<b>TOTALS</b>
COMPLAINTS	826
LETTERS OF CLOSURE	182
LETTERS OF ADMONISHMENT	129
FORMAL HEARINGS	41
CONSENT ORDERS	243
VOLUNTARY SURRENDERS	<u>98</u>
DISCIPLINARY ACTIONS (TOTAL)	382
REINSTATEMENTS – APPROVED*	16
REINSTATEMENTS – DENIED*	1
APPLICANT-DISCIPLINED*	22
PROBATION MONITORING*	185
VOLUNTARY DISCIPLINARY ALTERNATIVE PROGRAM** (VDAP)	207

\* These numbers are included in the 382 total disciplinary actions.

\*\* These numbers are an average as per the number of participants on the first day of each quarter.

<b>FY 2003 TOTAL DISCIPLINARY ACTIONS</b>	
<b>FINAL DISPOSITION</b>	<b>TOTAL</b>
Denied (Reinstate. & Exam)	2
Probation	117
Reinstatement (No Sanctions)	2
Reinstatement Followed By Probation	14
Reprimand	10
Reprimand W/Fine	50
Revocation	30
Suspension	19
Suspension Followed By Probation	40
Voluntary Surrender	98
<b>TOTAL</b>	<b>382</b>

**ASSIGNED VIOLATIONS  
VOLUNTARY SURRENDERS  
FY 2003**

<i>ASSIGNED VIOLATIONS</i> Fiscal Year 2003 For cases resolved through Voluntary Surrenders	<i>TOTALS</i>
Arrest/Conviction – Drug	1
Arrest/Conviction – Non Drug	
Fraud/Deceit	1
Illegal Practice	1
Mental Incompetence	1
Other	
Other Jurisdiction – Drug	2
Other Jurisdiction – Non Drug	
Patient Abuse	3
Probation Violation	8
Sexual Misconduct	
Substance Abuse	54
VDAP Violation	22
Unprofessional Conduct	
Substandard Practice	5
<b>TOTALS</b>	<b>98</b>

**ASSIGNED VIOLATIONS  
FORMAL AND INFORMAL HEARINGS  
FY 2003**

<i>ASSIGNED VIOLATIONS</i> Fiscal Year 2003 For cases resolved through Informal and Formal Hearings	<i>TOTALS</i>
Arrest/Conviction – Drug	9
Arrest/Conviction –Non Drug	19
Fraud/Deceit	11
Illegal Practice	27
Mental Incompetence	1
Other	6
Other Jurisdiction – Drug	6
Other Jurisdiction – Non Drug	
Patient Abuse	7
CE Violation	
Board Order Violation	2
Probation Violation	13
Sexual Misconduct	
Substance Abuse	83
VDAP Violation	13
Substandard Practice	87
<b>TOTALS</b>	<b>284</b>

## FY 2003 DISCIPLINARY ACTIONS

The Board of Nursing has taken action against the following licensed nurses for violation of the laws and/or rules of the nursing profession at the FY 2003 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 calling our verification line at (334) 242-0767, or through the Board Office.

### Voluntary Surrenders for Revocation

Allen, Kathy Sue . . . . .	2-043769	Gibson, Selina Lynn . . . . .	1-085838
Allen, Traci Leann McGee . . . . .	1-060985	Goforth, Glenda Nelle Lawson . . . . .	2-032052
Ballard, Geoffrey Linn . . . . .	1-046710	Greene, Kimberly Leigh . . . . .	2-051539
Benton, Carolyn Ann . . . . .	1-014765	Griffis, Donna Jean . . . . .	1-059425
Beste, Lillian Elizabeth . . . . .	1-079033	Gunter, Alric Victor . . . . .	1-080042
Billingsley, Renee . . . . .	1-051859	Halford, Jason Lamar . . . . .	2-040701
Black, Elwanda . . . . .	2-022383	Hannah, Zadie Mae . . . . .	1-035515; 2-007858
Blackmon, Amy Lynn Register . . . . .	1-063781	Hansen, Peggy Amanda . . . . .	1-072115
Blakey, Mary Anne Rinehart . . . . .	1-060268	Henderson, Dewey Michael . . . . .	1-051125
Braswell, Richard Lamar . . . . .	1-056736	Hess, Paige Anne . . . . .	1-098686
Brown, Charles . . . . .	2-028767	Hibbits, Freida Denise Clark . . . . .	1-076352
Camp, Michelle Jeanette . . . . .	2-049724	Holt, Erin Marie McLendon . . . . .	1-089260
Cantrell, Jason Ryan . . . . .	1-089999	Hudson, Heather Leigh . . . . .	1-091404
Chism, Jacquelyn Renee . . . . .	1-043647	Huett, Katherine Elizabeth . . . . .	2-032026
Claire, Michele Rena Smith . . . . .	1-084798	James, Paula Sharlene Burch . . . . .	2-050885
Clements, Jane E. . . . .	1-051970	Kahn, Katherine Verlene Franklin . . . . .	1-067509 (CRNA)
Coats, Anita Gae . . . . .	1-066171; 2-019731	Kirk, Julie Marie . . . . .	2-026460
Corbett, Tamyia Denise . . . . .	1-055939	Koone, Christopher Martin . . . . .	2-044096
Craft, Bridgett J. . . . .	2-022069	Lamphron, Rebecca Jane . . . . .	1-083462
Davis, Sherry Lynn . . . . .	1-092926	Latham, Jason Tilton . . . . .	1-093665
Dawson, Tracie Lynn . . . . .	1-083516	Ledbetter, Edna Michelle Mann . . . . .	2-047527
Deloach, Kimberly V. . . . .	1-069667	Linder, Susan R. Williams . . . . .	2-014922
Donnet, Lynda J . . . . .	1-097078	Lindquist, Loretta Mae Murphy . . . . .	2-049475
Dorough, Terry Lynn McCracken . . . . .	2-018995	Maddox, Patricia E. Grimes . . . . .	1-082083; 2-036949
East, Rita Jeanine . . . . .	2-042839	Marbut, Cathy Ann . . . . .	1-073964
Farley, Jan A. . . . .	1-031239	Maupin, Pamela Gay . . . . .	1-097690
Farrar, Claudia Patricia . . . . .	1-075004	McCary, Pamela Annette . . . . .	1-042782
Finn, Martha Jane . . . . .	2-030064	McEachern, Sharon Ann Wheeler . . . . .	1-072530
Fleming, Freda J. . . . .	1-028616	Meach, Rae Ann . . . . .	1-085090
Foster, Cindy L. Shelton . . . . .	2-017165	Moore, Lania Carmen . . . . .	2-041075
Foster, Lisa Denise . . . . .	2-035077	Moore, Thomas Clifton . . . . .	2-051406
Gates, Travis Richard . . . . .	1-078356	Morris, Pamela Gwen Gibbs . . . . .	2-044889
		Murphy, Frances Grace . . . . .	2-049738

Neil, Emily Anne . . . . . 1-093937; 2-044111  
 Payton, Charles Edward . . . . . 2-045833  
 Poe, Rhonda Cheryl . . . . . 2-034102  
 Powell, Marcia Jo . . . . . 1-059514  
 Purdum, Rebecca A. Drake . . . . . 2-017872  
 Richey, Donna Leigh Morgan . . . . . 2-050766  
 Richey, James Curtis . . . . . 1-032926  
 Roberson, Amanda Lee . . . . . 1-083191  
 Schniper, Wynne Caroline McCain . . . . . 1-078327  
 Sears, Crystal Irene . . . . . 1-073061  
 Smallwood, Stanley Farrell . . . . . 1-088147  
 Smith, Oni . . . . . 1-078135  
 Sneed, Keva Aladyce . . . . . 2-050177  
 Stokes, Donna Elaine . . . . . 1-090385  
 Strong, Diane . . . . . 1-097639  
 Sweeny, Ursula Ellen . . . . . 1-059641  
 Thomas, Allison Paige Franklin . . . . . 2-044432  
 Thompson, Janis Lee Hawk . . . . . 2-035710  
 Tittle, Sandra Dee . . . . . 2-043157  
 Vancor, Albert Scott . . . . . 2-050401  
 Vidrine, Alma Susan . . . . . 1-094929  
 Wampler, Kimberly Elizabeth . . . . . 1-059072  
 White, Dustie Spring . . . . . 2-046339  
 Whitley, Susan Marie . . . . . 1-046895  
 Williamon, Candice Elaine . . . . . 1-079355  
 Williams, Therese Rene . . . . . 1-086027  
 Wills, Lynn Gail Vann . . . . . 1-064403  
 Wilson, Sandra E. . . . . 2-008675  
 Wilton, Nancy L. . . . . 1-025424  
 Withrow, Iva Lee Rogers . . . . . 1-053950  
 Wood, Libby Marie . . . . . 1-081302  
 Wright, Deborah Jean . . . . . 1-079773  
 Wright, Merdis Catherine Boldon . . . . . 1-063036  
 Wright, Stevie Joe . . . . . 2-035114  
 Young, Lanita Ann Wynn . . . . . 1-092605; 2-037523

**Revocation**

Blakeney, Sherry Jean McManus . . . . . 2-026525  
 Bryant, Holli Hollis . . . . . 1-079964

Cecil, Dana Jo . . . . . 1-079007  
 Cisco, Bonnie Lynn Curtis . . . . . 1-064007  
 Danzey, Debra Ann Martin . . . . . 2-043688  
 Economos, Kathy Elaine Crum . . . . . 1-094811  
 Foss-McGaha, Lorrie Kathryn . . . . . 1-035073  
 Gregory, Christy Ann . . . . . 2-038957  
 Griffith, Karen Yvette Dean . . . . . 2-044981  
 Hann, Stacie Lynn . . . . . 1-074249  
 Hayes, Margaret Elaine Portlock . . . . . 2-037070  
 Hays, Mary Elizabeth Linley . . . . . 2-044395  
 Hinkle, Shelley Renee Hosmer . . . . . 1-092174  
 Hunt, Lorraine Tanagella Jackson . . . . . 2-042316  
 Ingle, Kathleen Dale Young . . . . . 1-073563; 2-0362222  
 Landon, Shawn E. . . . . 1-092257  
 Malcomb, Sheila Rebecca Holland . . . . . 1-051216  
 Maske, Michael Willis . . . . . 2-049430  
 McBride, Rita J. Lemley . . . . . 2-015700  
 Pack, Phillip Anthony . . . . . 1-052602  
 Richardson, Kenneth Dewayne . . . . . 2-038319  
 Roberts, Amber Lee Noblett . . . . . 2-051726  
 Russo, Sharon Leigh Carroll . . . . . 1-089053  
 Scofield, April Dawn Joiner . . . . . 2-049640 (Lapsed)  
 Sproul, Melanie Laree . . . . . 2-046921  
 Steele, Pamela Rene' Holmes . . . . . 2-026002  
 Strickland, Cindy Fontaine Yarborough . . . . . 2-041524  
 Truett, Stephanie Robinett . . . . . 1-083862; 2-040306  
 Wise, April Dionne Coleman . . . . . 2-044068  
 Woods, Teri Lynne . . . . . 1-034235 (Lapsed)

**Suspension**

Brown, Garry Michael . . . . . 1-077946 (Lapsed)  
 Hand, Allison Kay Canada . . . . . 1-061298  
 Renn, Ricky Randell . . . . . 1-085270; 2-040722

**Suspension Followed by Probation, Fine**

Anderson, Chrisalyn Leanne Sanders . . . . . 2-044288  
 Bryant, Sevelia Patricia Smith . . . . . 1-048385  
 Corley, Jamie Diane Willis . . . . . 1-066393

Cutten, Cherise Rhodes . . . . . 1-059126  
 Dalton, Terry Lee . . . . . 1-079296  
 Davis, Bettye Jean Coleman . . . . . 1-062652; 2-028140  
 Deramus, Melanie . . . . . 1-074885  
 Elrod, Michael Edward . . . . . 1-071283  
 Evans, Craig Jerome . . . . . 1-092391  
 Flynn, Geneva Pendleton . . . . . 1-061244; 2-028072  
 (Lapsed)  
 Fuqua, Lynn Marie Merchant . . . . . 1-085846  
 Glover, Sharon Lee Baskins . . . . . 1-081057  
 Hadaway, Melody Lynn Penuel . . . . . 1-068725  
 Hall, Frances Ann Antonio . . . . . 1-049685  
 Henderson, Cynthia Mintory . . . . . 1-031133  
 Hert, James Alexander . . . . . 1-092189  
 Hinton, Scarlett Marcelle Halloran . . . . . 1-084893; 2-033108  
 Hood, Jerry Wayne . . . . . 1-069804  
 Hunt, Debbie Bullington . . . . . 1-051909  
 Jackson, Cindy Leann Smith . . . . . 1-089124  
 Johnson, Steven Craig . . . . . 1-069859  
 Johnson, Teresa Marie . . . . . 2-049141  
 Kelley, Artina Debray Webb . . . . . 1-097854  
 Lawrence, Carla J. . . . . 1-067068  
 McLain, Mary I. Harvison . . . . . 2-008554  
 Messier, Rene Joseph . . . . . 1-096563  
 Morris, Yulonda Josette Dunklin . . . . . 1-081961; 2-038875  
 Parker, Cynthia Lynn Powell . . . . . 1-067006  
 Patterson, Joy Marie Bryant . . . . . 1-034549 (CRNP)  
 Peterson, Teresa Dianne McDade . . . . . 1-096938  
 Raybon, Beverly Lynn . . . . . 1-066755  
 Rossi, Michelle Victoria Dicks . . . . . 2-043015  
 Rybka, Rhonda Lynn Ahn . . . . . 2-034469  
 Salter, Deborah Lynn Brammann . . . . . 1-048494  
 Sanders, Audrey Faye Warren . . . . . 2-045219  
 Sanford, Bryan Scott . . . . . 1-077734  
 Sheffield, Misty Anne Hallman . . . . . 1-080615  
 Simmons, Billy Christopher . . . . . 1-078523  
 Simpson, Terri Diane . . . . . 2-037383  
 Stevens, Elizabeth Ann Smith . . . . . 2-014735  
 Vance, Mary Bingham . . . . . 2-049463

Wallace, Georgia Marie Gilbert . . . . . 2-045056

**Suspension Followed by Fine**

Byrd, Beverly Dawn . . . . . 1-092446  
 Ford, Rickey Lee . . . . . 2-049203  
 Hendon, Altonnette Edwards . . . . . 2-046365  
 Howard, Bruce Flynn . . . . . 1-076653  
 Jewell, Leighann King . . . . . 1-076664  
 Jones, Carlishta Lechaun Simmons . . . . . 2-047934;  
 RN Exam Applicant  
 Moore, Cindy Lynette . . . . . 2-044475; RN Exam Applicant  
 Moulton, Patricia E. Griffin . . . . . 1-088321  
 Ozley, Tamatha Lei Griffin . . . . . 2-039222  
 Prevo, Dorothy L. Reynolds . . . . . 2-007292  
 Register, Jr., Howard James . . . . . 1-084010  
 Taylor, Elnora Jane Pennington . . . . . 1-057405; 2-025620  
 Wells, Helen Denise Jolly . . . . . 1-067339; 2-019199

**Probation**

Caminita, Paula M. Teague . . . . . 1-070935  
 Daugherty, April Donean . . . . . LPN Exam Applicant  
 Farr, Stephanie Shea . . . . . RN Exam Applicant  
 Gortney, Wendy Erlene . . . . . LPN Exam Applicant  
 Griffin, Gloria Yvonne Doby . . . . . 2-045641  
 Grossi, Susan K. Wilson-Smith . . . . . 2-051784  
 Hood, Marsha LaShon . . . . . LPN Exam Applicant  
 Lambert, Sandra Kaye Eddy . . . . . 2-030805  
 McCord, Princess Tamara Pickett . . . . . LPN Exam Applicant  
 Moody, Janice Regina Tharpe . . . . . 2-033746  
 Pinkston, Shandra Lynn Gutierrez . . . . . 2-045777

**Probation and Fine**

Abbinante, Robin Michelle Hackworth . . . . . 2-049154  
 Ali, Shukriyyah Muslimah Peoples . . . . . 2-030372  
 Allen, Shirley Raye . . . . . 2-041770  
 Anderson, Donna Denice Bivins . . . . . 1-078723; 2-036796  
 (Lapsed)  
 Anderson, Sonja Denise Crews . . . . . 2-033454  
 Angus, Helen Madeline Cutzwiller . . . . . 1-042673

Barnes, Linda Miriam Boyette . . . . .	2-018898	George, Ginger Yvonne . . . . .	1-054651
Beddingfield, Debra Ann Shelton . . . . .	1-072343	Gunnells, James Eric . . . . .	1-089477
Bivens, Belinda Diann Clark . . . . .	1-081944; 2-031423	Guthrie, Evelyn Bearden . . . . .	2-049647
Bradley, Barbara Ann Buckhault. . . . .	1-071979; 2-037096 (Lapsed)	Guyer, Cinda Sheree Lindley . . . . .	1-072500
Brooks, Ruth Christine Blunt . . . . .	1-091517	Hamilton, Ila Elizabeth Bosarge. . . . .	2-029999
Brown, Decia Lee Swenson . . . . .	2-046042	Hannon, Vivian Nell Ramsey . . . . .	1-066616 (CRNP)
Bryant, Tammy Annette Appleton. . . . .	2-050482	Harris, Theresa Jenene . . . . .	1-097007
Burbank, Linda Carolyn Bowden . . . . .	2-035327	Hartley, Karen M. McDuffie . . . . .	LPN Exam Applicant
Burquist, Tammy Lynn. . . . .	1-074903	Helms, Heather Michelle . . . . .	1-088831
Calhoun, Sandra Gay Craven. . . . .	1-083506; 2-042829	Hinkle, Shelley Renee Hosmer . . . . .	1-092174
Chamlies, Cheryl A. . . . .	1-037808	Hollingsworth, Darlene Kim Satterwhite . . . . .	1-087272
Clayton, T. Diane Ferguson. . . . .	1-085218	Honeycutt, Kelley Sue Portera. . . . .	2-031153
Cole, Brandlyn Leigh Mayberry. . . . .	1-093256	Hosch, Phyllis Mae. . . . .	1-097640; 2-050867
Coleman, Cindy Lynn Hunt . . . . .	1-057035	Howard, M. Joyce Benton . . . . .	2-035843
Collins, Ernest . . . . .	1-079794	Howard, Michael Darrick. . . . .	1-090182
Collins, Susan Renee Davison . . . . .	2-034691	Hunter, Willodean . . . . .	1-029571
Cook, Terri Lanece . . . . .	1-083791; 2-040922	Hymer, Tabby Juanita Dyer . . . . .	1-073284; 2-030120 (Lapsed)
Cox-Troutman, January Cindy . . . . .	2-050882	Knapp, Denise Ann Lemon . . . . .	2-048916
Crowe, Sandra Jo Earley . . . . .	2-033484	Kyles, Vanessa Davis . . . . .	2-047250
Cruce, Philip David . . . . .	1-063611	Laughlin, Jerry Ann McCravey . . . . .	2-025742
Dailey, Floyd Steven. . . . .	1-026138	Lewis, Linda Joann. . . . .	1-061463
Danzey, Debra Ann Martin. . . . .	2-043688	Lowe, Frances Merriam . . . . .	1-016505
Davis, Alisha Lee Haney. . . . .	2-050996	Lynn, Laura Lee . . . . .	2-025431
Dewrell, Alicia Sowell . . . . .	2-038854	Marsh, Wanda Lee Lassetter . . . . .	2-026811
Dickens, Jr., Charles Elton. . . . .	1-078353	Marston-Phillip, Dana Selman. . . . .	1-085747
Drake, Tonya Leigh Miller. . . . .	2-045298	Martin, Sandra Denese . . . . .	2-020158
Early, Michael Andrea . . . . .	1-044591	McDaniel, Teresa Lynn. . . . .	2-020157
Emberg, Donna F. Alexander . . . . .	2-029473	McGalliard, Peggy Marnell Bowden . . . . .	2-026896
Estes, Lois Lorraine Isabell . . . . .	1-066491	McQueen III, John Wesley. . . . .	1-028820
Featheringill, Regina Gale Owens. . . . .	1-055659	Miller, Sandra Lee Smith . . . . .	1-092428
Felder, Chastity Denise . . . . .	2-047376	Mitchell, Martina Renee Fendley. . . . .	1-079431
Ford, Sandra Kay Fleming. . . . .	1-061054	Morgan, Charlene Sims . . . . .	2-051606
Freeman, Pamela Ruth Griffin. . . . .	2-050360	Nichols, Patricia Ann Killough . . . . .	2-020741
Frey, Joan . . . . .	1-090547; 2-034546	Nixon, Lili Kay Scogin . . . . .	1-070133; 2-015804
Frith, Geneva Faye. . . . .	1-025311	Norfleet, Renana. . . . .	2-046667
Fullman, Lisa Jane . . . . .	2-034730	Owens, Catherine Anita Lewis . . . . .	2-034040
Ganus, Michelle Lynn Waters . . . . .	1-099071	Page, Molly Deallen Potts . . . . .	2-050710
Garner-Eiland, Toni Cherie . . . . .	2-044262	Payne, Shirley Ann Whited . . . . .	2-033657

Rackard, James Hareld . . . . . 2-015379  
 Raney, Brenda J. Headley . . . . . 1-017044  
 Reeves, Janice Denise . . . . . 2-050554  
 Reid, Teresa Gayle Parsons . . . . . 1-080344; 2-028460  
 Ritch, Annie J. Frederick . . . . . 2-014870  
 Robbins, Marvin Elvin . . . . . 1-068562  
 Robertson, Sandra K. Bearden . . . . . 1-020230  
 Robinson, Wanda Denise . . . . . 2-044120  
 Rocker, Manuela Astrid Metzner . . . . . 2-034893  
 Rodgers, Lashonda . . . . . 2-051877  
 Selman, Chrystal Diane Glover . . . . . 2-042401  
 Smith, Susan Sheila Streeter . . . . . LPN Exam Applicant  
 Spooner, James Walter . . . . . 2-051512  
 Sprinkle, Tina D. Damore . . . . . 1-092541  
 Stockton, Kathleen Ethel Kapis . . . . . 1-096979  
 Swain, Foleca Burdett Welch . . . . . 2-047471  
 Taylor, Helen Marie . . . . . 2-030892  
 Threatt, Norma Jean . . . . . LPN Exam Applicant  
 Tullier, Deborah L. Adams . . . . . 1-022826  
 Turner, Deanna Faye . . . . . 2-039416  
 Walker, Linda Sanford . . . . . 2-034325  
 Wall, Molly E. Poore . . . . . 1-098569  
 Weeks, Pennie Lynn Prescott . . . . . 1-072832; 2-039447  
 Wood, Dede Michelle Bonds . . . . . 1-095597  
 Worthy, Katrina Raye . . . . . 1-07464

**Probation Extended**

Mills, Donna M. Goff . . . . . 2-017765

**Public Reprimand and Fine**

Barber, Joyce Ann . . . . . 1-022324  
 Beler, Ashanti Nicole . . . . . 2-052337  
 Bishop, Rhonda Kay . . . . . 1-048358  
 Boyd, Debra Ann Woods . . . . . 1-052057; 2-014974  
 Bradberry, Belinda Rose Buchanan . . . . . 1-051880  
 Breedlove, Deana Michelle . . . . . 1-082759; 2-038744  
 (Lapsed)  
 Bunch, Joanne Marie . . . . . 1-046819  
 Bynum, Danya Christine . . . . . 2-042284

Canterbury, Tara S. . . . . 1-070469; 2-035072  
 Capps, Brandi Leigh Rivera . . . . . 1-099400  
 Clark, Judith Ann Ray . . . . . 1-095689  
 Clayton, Michelle Messer . . . . . 1-058425  
 Cooper, Nina Maria Godwin . . . . . 2-051282  
 Crawford, Gloria Denyce Brewster . . LPN Exam Applicant  
 Darby, Nancy A. . . . . RN Exam Applicant  
 Davis, Linda Kay . . . . . 1-060325 (CRNP)  
 Edwards, Peggie Jenell Williams . . . . . 1-041314  
 Epps, Georgia Mae . . . . . 1-077318  
 Facklam, Julie A. . . . . 1-018726  
 Flowers, Melissa Ann McKee . . . . . 1-055542  
 Fontana, Mary Sue Johnson . . . . . 2-044237  
 Gilbert, Debra Kay . . . . . 2-045767  
 Hamrick, Gregory Gene . . . . . 1-042184  
 Harrington, Candace Lynne Stair . . . . RN Endorsement  
 Applicant  
 Harris, Trameka Lashun . . . . . LPN Exam Applicant  
 Hicks, LaDonna J. Igo . . . . . LPN Endorsement Applicant  
 Higginbotham, Debra Marie Mosley . . . . . LPN Exam  
 Applicant  
 Johnson, Lori Anne Mason . . . . . 2-040078  
 Kirya, Elizabeth Nalugo . . . . . 1-075641  
 Lawley, Mechthild L. Schmidt . . . . . 2-013480  
 Loosier, Joyce Ellan . . . . . 1-026469; 2-010613  
 Loscudo, Joyce Elizabeth Winters . . . . . 1-079029  
 Mason, Angela Caprice . . . . . 2-035539  
 McCreary, Lashondra Monchelle . . . . 1-090450; 2-044825  
 McKinney, Tiffany Chontay . . . . . LPN Exam Applicant  
 Mesa, Kay F. Yarbrough . . . . . 1-094643; 2-010622  
 Moore, Dawn Deantoinette Buckner . . . . . 1-100521;  
 2-051733 (Lapsed)  
 Odom, Nancy Elaine Brasher . . . . . 1-061584  
 Parks, Annie Ruth Stone . . . . . 1-029098 (CRNP)  
 Pate, Yvonne Elizabeth Morton . . . . . 2-045854  
 Pinion, Joan Lynn Meyer . . . . . RN Endorsement Applicant  
 Plemons, April Yevonne Burkett . . . . . 1-089432  
 Rector, Jennifer Jane Morris . . . . . 1-098093  
 Scott, Cynthia Creswell . . . . . 2-023250  
 Simmons, Sharon Lynn Webb . . . . . 1-055338

Sneed, Benjamin Lawrence . . . . . 1-053875  
 Somers, Scott Allan . . . . . 1-074840 (CRNA)  
 Swain, Catina Renee . . . . . LPN Exam Applicant  
 Thomas, Gretel Elise . . . . . 2-024699  
 Thomas, Virginia McCray . . . . . 1-032293 (CRNP)  
 Tolbert, Sonya Annette Greene . . . . . 2-033706  
 Wald, Karen Gaye Green . . . . . 1-097990; 2-045046  
 Wilson, Kimberly Dawn Johnson . . . . . 1-068699

**Public Reprimand**

Arnette, Sheila Ann Leger . . . . . 1-061086  
 Colbert, Julie Diane . . . . . LPN Exam Applicant  
 James, Doretha Anne Fedrick . . . . . 1-048585  
 Juarez, Sandra Jo Poss . . . . . LPN Exam Applicant  
 Nolen, Alyssa Raye . . . . . LPN Exam Applicant  
 Wallace, Leigh A. . . . . RN Exam Applicant

**Reinstatement on Probation and Fine**

Adair, Cynthia Lynn Hales . . . . . 1-089696; 2-037691  
 Alexander, Antra Elaine Johnston . . 1-081268; 2-043194  
 Ballard, Beverly Kay Britton . . . . . 1-078212  
 Cunningham, Jennifer Marie . . . . . 1-083909  
 Digiorgio, Robyn Wade . . . . . 1-045339  
 Fleming, Kim Yvonne Johnson . . . . 1-063665; 2-029470  
 Iannone, Brooke Michelle Bonner . . 1-081230; 2-043105  
 Leonard, Angela Louise Threatt . . . . . 1-059424  
 Messer, Michael L. . . . . 1-057171  
 Rains, Billy Michael . . . . . 1-021223  
 Register, Pamela Sue Cannon . . . . . 1-060512  
 Speegle, Michael Clinton . . . . . 2-033726  
 Vaughn, Sherry Lynn Young . . . . . 1-073693; 2-039481

**Reinstatement Denied**

Spruiell, David Robert . . . . . 1-041898; 2-014642

**Reinstatement Without Sanctions**

Denney II, William Edward . . . . . 2-024293  
 Stejskal, Donna Jacquelyn Harrison . . . . . 1-067214

**Application Denied**

Douglas, Terra Ann Kahl . . . LPN Examination Applicant

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