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State of Alabama
**BOARD
OF
NURSING**



October 1, 2003 - September 30, 2004

Honorable Bob Riley
Governor
State of Alabama

Dear Governor Riley,

I am pleased to present to you the Fiscal Year 2004 Annual Report for the Alabama Board of Nursing (ABN). The ABN elected to implement a five-year strategic plan with short-term and long-term strategies. The Board's prior commitment to performance based budgeting was incorporated into the plan. Performance measures were established for each section of the strategic plan, which is outlined in this report. The ABN also established strategies to improve communication and service to members of the public, licensees, and employers of nurses.

During FY 2004, the Board addressed three significant practice issues through rule changes. These changes established consistency in education and practice across the state. First, the Board enacted regulations specific to the practice of sexual assault nurse examiners; the Administrative Code now outlines the requirements for licensed nurses involved in the care of sexual assault patients. Second, the Board worked with the Alabama Board of Medical Examiners and the Medical Association of the State of Alabama to enact specific rules related to the practice of Registered Nurse First Assistants. Third, based on input from school nurses related to the training of unlicensed personnel, the Board reduced the required training hours from 24 to 12 hours.

Through regulatory changes, the Board also addressed a significant nursing education program issue. Previous regulation required licensure for individuals enrolled in nursing mobility programs. Based on a review of the Nurse Practice Act, evidence, technology, and internet-based programs, the Board eliminated this requirement for Alabama licensure if a student is engaged in clinical activities pursuant to enrollment into an Alabama nursing education program.

The Board also recognized the hardship and difficulty of deployed nurses in obtaining the continuing education (CE) requirements for license renewal. The individual nurse is now given additional time to meet the mandatory CE if actively deployed during that time period. During FY 2004, several nurses took advantage of this new process and application.

This has indeed been a busy year for the Board of Nursing. We are proud of what we have accomplished and take our charge to protect the public very seriously. We, the Board, are committed to the nursing profession as well as improving standards and establishing accountability at all levels. As always, the Board is pleased to be able to provide this detailed look at the state of nursing in Alabama.

Peggy Sellers Benson R.N., MSHA, CNA
President
Alabama Board of Nursing



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



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MSHA, RN, CNA, Clanton, AL



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LPN, BA, Tuscaloosa, AL

Alabama Board of Nursing



2004



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Jeanne M. Sewell, Board Member
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Elizabeth Stullenbarger, Board Member
DSN, RN, Homewood, AL

BOARD OF NURSING MEMBERS AND STAFF OCTOBER 1, 2003 – SEPTEMBER 30, 2004

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Elaine M. Klein, CRNA, PhD, Vice-President, Birmingham	12-31-2005
Debra S. Davis, DSN, RN, Secretary, Mobile	12-31-2005
Peggie A. Carpenter, LPN, BA, Tuscaloosa.	12-31-2003
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Joy P. Deupree, MSN, CRNP, Birmingham	12-31-2006
Davied Fagan, LPN, Trinity	12-31-2004
Sylvia Homan, MSN, RN, MSCE, Livingston.	12-31-2007
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
Jeanne M. Sewell, MPH, RN, Monroeville	12-31-2006
Elizabeth Stullenbarger, DSN, RN, Birmingham	12-31-2007

*Legal Services Provided by
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OFFICE STAFF

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Barbara A. Johnson, MS, CPM	Director, Administrative Services
Ronald Lazenby, BS	Chief Fiscal Officer
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Charles F. Hatfield	IT Systems Technician, Sr.
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Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Practice/Advance Practice
Barbara H. Johns, MSN, RN	Nursing Consultant, Education
Katie L. Drake-Speer, MSN, RN	Nursing Consultant, Continuing Education
Nancy Bean	Account Clerk
Howard Rowe	Account Clerk
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Danny O. Bond	Special Investigator
George Wyatt Gantt	Special Investigator
Frank D. Mitchell, BS	Special Investigator
David Pinnock	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
Tiffany Brassfield	ASA II
Carmen L. Healan	ASA II
Angier S. Johnson	ASA II
Madgelyn Lamar	ASA II
Wendy Looney	ASA II
Amanda I. Majors	ASA II
Robert Moscatiello	ASA II
Amy L. Parker	ASA II
M. Annette Songer	ASA II
Shawn C. Stewart	ASA II
Ada M. Webster	ASA II
Gloria McMeans	ASA I
Debra Starks	ASA I
Elisa Davis	Clerk
Eugene Elmore	Clerk
Betty J. Howard	Laborer
Sandra S. Trybuch	Laborer

MISSION, VALUES, VISION

The Board revised its mission, values, and vision during a strategic planning retreat in FY 2004.

Mission: The mission of the Alabama Board of Nursing is to safeguard the public's health, safety and welfare by adopting and enforcing legal standards for nursing education and nursing practice.

Values:

- Integrity.
- Fairness.
- Objectivity.
- Quality services.
- Collaboration.
- Diversity.

Vision: The Alabama Board of Nursing sets the standard of excellence for public protection by making evidence-based decisions that are legally sound, fiscally responsible, operationally efficient, and quality driven.

STRATEGIC PLAN

The Board met to review the strategic plan during FY 2004. The Mission, Values, and Vision of the Board were revised prior to discussion about the strategic plan. The Board elected to implement a five-year strategic plan with short-term and long-term strategies. The Board's prior commitment to performance-based budgeting was incorporated into the strategic plan. Performance measures for each section of the strategic plan were established. In addition to enforcing the Nurse Practice Act and Alabama Board of Nursing Administrative Code, the Board established strategies to improve communications and service to members of the public, licensees, and employers of nurses. The FY 2004-2008 Strategic Plan, along with accomplishments during FY 2004, is available in Appendix A.

REGULATIONS GOVERNING NURSING PRACTICE AND EDUCATION

The Board successfully completed a total revision of the Alabama Board of Nursing Administrative Code in FY 2003. The Board reviews the regulations three years after the

regulations become effective or more often if issues arise during the three year time period. Alabama Board of Nursing Administrative Code, Chapter 610-X-4, Licensure, was enacted in July 2001 and was the first chapter to undergo a three year review. The Board moved sections of Alabama Board of Nursing Administrative Code, Chapter 610-X-10, Continuing Education for License Renewal, to the licensure chapter. Continuing education for license renewal and licensure requirements are now in one chapter.

One important regulation is Alabama Board of Nursing Administrative Code, Chapter 610-X-4-.11. Each applicant or licensee is required to notify the Board office of changes in the individual's legal name or address. In order to effect a legal name change, legal documents such as a copy of a marriage license, divorce decree, or probate court order are required. The current address is critical to assure proper receipt of correspondence from the Board. The address of record is maintained in the licensing database based on the address provided by the applicant or licensee. Thousands of pieces of correspondence are returned to the Board office each year due to improper or incorrect addresses. Name and address changes can be made online at www.abn.state.al.us. If a legal name change occurs online, copies of legal documents may be sent via facsimile to the Board office.

Regulations also specify that the licensee has the responsibility to renew the license prior to the expiration date even if the renewal application or notice was not received. Failure to change an address with the Board will likely result in the renewal application being returned to the Board office.

The Board addressed three significant practice issues through changes in regulations during FY 2004.

Sexual Assault Nurse Examiners

The Board initiated discussions with the Alabama Coalition Against Rape (ACAR) and individual nurses involved in conducting sexual assault examinations. Programs for sexual assault nurse examiners (SANE) exist throughout the United States. Several programs existed in Alabama but the Board had not issued any specific regulations related to the practice. Individuals were invited to meet with the Board in an Open Forum to discuss specific educational and competency requirements. The Board continued its commitment to evidence-based decision making by reviewing practice standards established by the International Association of Forensic Nurses

(IAFN), educational programs and standards, and regulations in other states.

Following its review, the Board enacted regulations specific to the practice of sexual assault nurse examiners. Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.13 outlines the requirements for registered nurses involved in the care of sexual assault patients. The proposed rules were reviewed by the Office of Prosecution Services and the Alabama Board of Medical Examiners prior to final certification.

Establishing standards for sexual assault nurse examiners provides public protection for sexual assault victims. Registered nurses interested in conducting sexual assault examinations must meet the standards prior to practicing in this specific sensitive area of nursing practice.

Registered Nurse First Assistants

A previous position statement issued by the Board addressed the practice of registered nurse first assistants (RNFA). When the Board enacted new rules that addressed practice beyond basic educational preparation through standardized procedures in December 2001, RNFA practice was not addressed. The Board spent considerable time reviewing information about RNFA practice, including standards established by the Association of Operating Room Nurses (AORN). Donna Karr, RN, BSN, President of the RNFAs of Alabama provided information to the Board specific to RNFA practice. A survey of hospitals and ambulatory surgical centers occurred and the results were reported in the FY 2003 Annual Report.

Based on the survey results, information provided by Ms. Karr, and a review of the practice in other states, the Board enacted Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.12. The Board collaborated with the Alabama Board of Medical Examiners and the Medical Association of the State of Alabama to enact rules specific to RNFA practice.

Delegation by School Nurses

In December 2001, the Board enacted Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.06, Delegation by School Nurses. In spring 2004, several school nurses and Martha Holloway, MHA, RN, State School Nurse Consultant for the State Department of Education, provided input to the Board related to the 24-hour training requirement for unlicensed personnel assisting with medications. Based on input from the school nurses, the Board reduced the required

initial training hours from 24 hours to 12 hours for the 2004-2005 academic year.

Licensure for Mobility and Graduate Nursing Students

The Board addressed a significant nursing education program issue through regulatory changes in FY 2004. A previous regulation required Alabama licensure for individuals enrolled in nursing education mobility programs. The regulation was also interpreted to apply to graduate students enrolled in Alabama programs. With the advent of the use of technology in education, several nursing education programs in Alabama offer Internet-based programs. Deans and Directors of nursing education programs questioned the licensure requirement for mobility and graduate students, particularly when some of the students never entered Alabama and met their educational requirements from their out of state residences.

Based on a review of the Nurse Practice Act, evidence provided and a review of what other states require, the Board eliminated the requirement for Alabama licensure if a student is engaged in clinical activities pursuant to enrollment in an Alabama nursing education program. The nursing education program remains responsible for assuring licensure of the student but the student is not required to have an Alabama license unless the program requires it as part of its educational requirements.

Mandatory Continuing Education and Actively Deployed Nurses

Mandatory continuing education requires completion of contact hours for license renewal. The Board recognized the difficulty that actively deployed nurses might encounter in meeting the continuing education requirements for license renewal. The regulations related to, and an application specific for, actively deployed nurses can be found on the Board's web site, www.abn.state.al.us. The individual nurse is given additional time to meet the mandatory continuing education requirements if actively deployed during the license period. During FY 2004, several nurses took advantage of the regulations and the new application process. The application for actively deployed nurses will be available online during FY 2005.

Analysis of Regulations

The Board's analysis of regulations includes the use of the APPLE model. The Board adopted the APPLE model in 2000 as a method of consistent analysis of proposed regulatory changes.

A=Administratively feasible: Analysis of any proposed rule includes whether the change can be accomplished and the impact on the resources and staff of the agency.

P=Publicly credible: The role of the Board is protection of the public's health, safety and welfare through the regulation of nursing education and nursing practice. If the rule would not strengthen public protection, it may not be credible to the public it should serve.

P=Professionally acceptable: Whether the proposed rule would be acceptable to those most directly impacted by the enforcement of the rule is considered. The Board solicits input from licensees through its public notice and comment period. Proposed rules are posted on the Board's web site, www.abn.state.al.us as well as published in the *Alabama Administrative Monthly*.

L=Legally defensible: Any proposed rules changes are reviewed by the Board's Assistant Attorney General/General Counsel. Review includes an analysis of the Board's legal authority to make the change.

E=Economically affordable: The Board receives its operating funds from the fees and fines paid by applicants and licensees. If a proposed regulation is too costly and would impact the Board's allocation of resources to other activities, a complete cost-benefit analysis occurs.

BOARD OF NURSING MEETINGS AND WORK SESSIONS

The Alabama Board of Nursing met in six regular Board Meetings and six Work Sessions in FY 2004. Board meetings and work sessions occurred in public as required by Alabama's open meeting laws. Visitors attended a majority of the meetings throughout FY 2004. The Board meeting dates are posted on the web site, www.abn.state.al.us in the "Board Information" section.

FY 2004 Board meetings occurred in November 2003, January, March, May, July, and

September 2004. The Board meetings typically occurred over two days. The first day focused on public policy issues, including rules revisions. Disciplinary action occurred on the second day. Work Sessions occurred in October 2003, December 2003, February, April, June, and August 2004. The Board met in Work Sessions as a "Committee of the Whole" to discuss and analyze issues. Decisions occurred only during regularly scheduled Board meetings.

Appendix B contains a summary of Board Actions for FY 2004.

SUNSET REVIEW

The Board of Nursing is reviewed by the Examiners of Public Accounts every two years to assure compliance with the legal and financial standards of the State. Every four years, the Board undergoes a comprehensive audit of operations. The Board is subject to the state "Sunset law" that requires an audit of the agency with a report to the legislature. If the legislature determines that the agency is operating in compliance with the legal mandate and financial standards, the Joint Sunset Committee of the legislature may recommend continuation of the Board.

In the 2001 regular legislative session, the Board was continued for four years based on the FY 2000 Sunset Audit report. During FY 2004, the Examiners of Public Accounts conducted a comprehensive audit. The Sunset Audit included not only legal and financial standards but feedback from licensed nurses and complainants. The auditor sent questionnaires to a sample of registered nurses, licensed practical nurses, advanced practice nurses, and complainants. During FY 2004, the Examiners mailed questionnaires to 100 registered nurses (49 responded), 100 advanced practice nurses (60 responded), and 100 licensed practical nurses (33 responded). Of the 100 questionnaires sent to complainants, 38 responded. A report was provided to the Joint Sunset Committee in FY 2004 and it is anticipated the legislature will address the continuation of the Board in the 2005 regular legislative session. Board members met with the Joint Sunset Committee in September 2004 to address the findings from the audit.

Audits of the Board of Nursing, including Sunset Audits, are available on the web site for the Examiners of Public Accounts, www.examiners.state.al.us.

OPEN FORUM

The Board sets aside one hour of each meeting for individuals or organizations to present information to the Board. The following presentations occurred at Open Forum during FY 2004:

November 2003: Board members and staff viewed a documentary film about crystal methamphetamine use. The Board saw an increase in disciplinary cases related to crystal methamphetamine use by applicants and licensees. Information about how the drug is manufactured, physical addiction issues, and the implications for treatment was presented in the film.

December 2003: The Deans of baccalaureate nursing education programs identified several issues for the Board's consideration. The Deans, members of the State of Alabama Association of Colleges of Nursing (SAACN), discussed the nursing education rules that were implemented in August 2002 and suggested changes.

December 2003: The Board reviewed information about the practice of sexual assault nurse examiners. Individual nurses who practice as sexual assault nurse examiners discussed the issues related to educational preparation, clinical competency, national standards, and specific tasks associated with the role. Stakeholders provided input to the Board on proposed regulations.

April 2004: Dr. Gay Allen, Director of Health Programs for the Alabama Department of Postsecondary Education, presented specific information about the standardized nursing education curriculum initiatives. The Department is working on standardizing associate degree in nursing and practical nursing programs through the community college system. Dr. Allen addressed specific questions about courses and clinical activities.

April 2004: The Board received a proposal from the Alabama Department of Mental Health related to delegation of assistance with medications in community-based mental health settings. A description of the services provided by the Division of Mental Health, Division of Mental Retardation, and Division of Substance Abuse, and the needs of each division were discussed.

May 2004: The Board received a report from the statewide Nurse Practitioner Task Force. The Task Force met throughout FY 2004 to discuss how to increase the use of nurse practitioners in the State of Alabama.

August 2004: Following the Open Forum at the April 2004 Work Session, the Board invited nurses who work in community mental health settings to participate in an Open Forum to discuss issues related to medications. Several nurses offered anecdotal information about their specific practices and identified significant issues for the Board's consideration.

August 2004: The Board, in a second Open Forum during the August 2004 Work Session, received a proposal from the Assisted Living Association of Alabama to allow delegation of assistance with medications in special care assisted living facilities. Several speakers addressed the issues associated with medication needs of residents in special care assisted living facilities. The Board asked questions of the presenters and will consider the proposal in FY 2005 after careful study and review.

Requests to present information to the Board during an Open Forum should be in writing and sent either via mail or electronic mail to the Executive Officer. Requests must be received at least 14 days prior to the meeting in order to assure agenda time for the presentation.

Individuals and organizations are encouraged to use the Open Forum process to address any issue of concern. The Board has instituted changes based on information presented during Open Forum. For example, the Board made a toll-free telephone number available in 2001 based on a presentation by Anna Keytack, RN, during Open Forum. The toll-free number, 1-800-656-5318, increased in use during FY 2004. In FY 2003, a total of 4,756 calls were received on the toll-free line with a total of 13,377 minutes. In FY 2004, a total of 18,056 calls were received with a total of 47,542 minutes.

DECLARATORY RULINGS

The Board issued four declaratory rulings in FY 2004. Two declaratory rulings related to nursing practice, one to nursing education, and one to licensure requirements. Any individual, group of individuals, or an organization can request a declaratory ruling from the Board pursuant to Alabama Board of Nursing Administrative Code, Chapter 610-X-1-.09. The petitioner should indicate the impact of a particular rule and request relief from the Board. Declaratory rulings are posted on the Board's web site, www.abn.state.al.us.

Dr. Daniel Raulerson requested that the Board allow licensed practical nurses to administer 50% dextrose by intravenous push in emergency situations. The Board denied the petition.

Susie McCutcheon, RN, BSN, MA requested an interpretation of the Alabama Board of Nursing Administrative Code requiring nurse faculty to have a masters in nursing or health-related field as of January 1, 2005. The Board issued a declaratory ruling that a master's degree in counseling and guidance was a health-related field for purposes of the rules.

Kirk Kevin Leopard requested a declaratory ruling granting him permission to take the NCLEX-PN®. Mr. Leonard had experience as a hospital corpsman in the United States Navy. He submitted information to the Board about his training and the Board did an extensive review of the training curriculum for the Navy's Hospital Corpsman program. The Board denied the petition stating that the Navy Hospital Corpsman training program was not the equivalent of a nursing education program.

In response to a petition for interpretation of nursing practice, the Board issued a declaratory ruling to Bonnie Davis, RN, Shealy Lynn, RN and Janis Ward, RN, indicating that it is not a violation of the law for a school nurse to administer over the counter medications without a physician order so long as written parental consent is obtained.

Requirements for petitioning the Board are provided in Alabama Board of Nursing Administrative Code, Chapter 610-X-1-.09. Any person substantially affected by a rule or statute can petition the Board for a declaratory ruling. Any questions related to the process should be directed to the Board's Executive Officer.

LICENSING AND INFORMATION TECHNOLOGY

Licensing

Licensing of qualified applicants was a major focus of Board activities in FY 2004. Requirements for licensure are included in the Nurse Practice Act and the Alabama Board of Nursing Administrative Code, Chapter 610-X-4, Licensure. The licensing statistics for FY 2004 are in the following table.

FY 2004 Licensing Statistics		
License Type	Method of Licensure	Type Number
LPN	Endorsement	230
LPN	Examination	1,130
RN	Endorsement	1,022
RN	Examination	1,685
RN	Temporary Permit	2,000
LPN	Temporary Permit	1,001

Applications contain questions that are used for statistical purposes. For example, one section of the renewal application has a section for a licensed nurse to self-identify ethnicity. Board staff occasionally receive questions about the use of the data. All the data in the statistical section of the application is used for statistical purposes and for identification of specialties for mailing labels. The most recent study of the nursing workforce revealed that the nursing workforce is not as diverse as the population in general. Schools of nursing use the Board's data in applying for grants to increase diversity in nursing.

License verifications occur when a licensed nurse requests official verification of licensure to either a school of nursing, another state board of nursing, or to a third party. A total of 6,296 license verifications were processed in FY 2004. License verification does not reflect the number of licensed nurses leaving the state as most other state boards of nursing require verification from the original state of licensure. As more licensed nurses participate in traveling nursing, verifications increased. Multiple verifications for one licensed nurse can occur throughout the year. License verifications were sent to almost every other nursing board during FY 2004. California, Georgia, Mississippi, Tennessee, and Florida accounted for the top five states for license verification.

Information Technology

The Board purchased and implemented a digital imaging system in FY 2004. Conversion of approximately three million paper and microfilm documents to digital images occurred. Each staff member gained the ability to retrieve a digital image of applications, legal documents, and correspondence from a desktop computer. Complete functional implementation is anticipated in FY 2005. The retrieval of records in response to requests for records, review of prior applications, and historical information occurred rapidly. The

digital imaging system allowed for reduction in paper file storage.

Historical Board records, including meeting minutes, will be stored in the imaging system to allow for research and easy retrieval. Each division of the agency identified the types of documents that will be scanned and stored.

Another technology initiative for the near future is the development of web-based monitoring for licensed nurses on probation or in the voluntary disciplinary alternative program (VDAP). Nursing education program annual report forms and workforce surveys will be online as well.

Board staff worked on the development of the electronic reporting of continuing education (CE) by Board-approved providers. Regulations require that CE providers report attendance at CE programs electronically by January 1, 2006. Research of available systems occurred in FY 2004. A device that will scan the license card was selected. The plastic license cards were changed in FY 2004 to include a magnetic stripe on the back. The magnetic stripe contains the same licensure information contained on the front of the card. Once the electronic reporting from CE providers occurs, licensed nurses will be able to go online and check their reported CE at any time.

A few design changes occurred to the Board's web site to facilitate retrieval of information. Disciplinary actions, nursing education program NCLEX® results, and proposed regulations continued to be posted on the web site during FY 2004. The number of notifications of deceased nurses increased in FY 2004 and the names and license numbers of those individuals were added to the "In Memoriam" section of the web site.

Board staff spent a considerable amount of time in implementing an upgrade of the licensing database. The upgrades allowed the capture of more financial data, including the costs of disciplinary cases, as well as enhancements to the existing structure.

Electronic Commerce

Twenty-two percent (22%) of licensed practical nurses renewed online during the 2003 renewal period. A postcard was mailed to individual licensed nurses in June before renewal for both the LPN and RN renewal cycles. The online renewal of RN licenses became available September 1, 2004.

Additional applications were offered online in partnership with Alabama Interactive, the State of Alabama e-government provider. Applicants for licensure by examination were offered online

services in April 2004. Applicants for endorsement were offered online services in June 2004. Requests for individual license verification with online payment were made available in FY 2004. Plans are to place advanced practice applications, CE provider applications, and actively deployed nurse applications online in FY 2005.

A comparison of manual and online applications is listed in the table below.

FY 2004 COMPARISON OF ONLINE AND MANUAL APPLICATIONS

License Type	Application Type	Method of Application	Total	%
LPN	Examination	Manual	1,065	94.3
LPN	Examination	Online	65	5.7
RN	Examination	Manual	1,343	80%
RN	Examination	Online	342	20%
LPN	Endorsement	Manual	220	96%
LPN	Endorsement	Online	10	4%
RN	Endorsement	Manual	915	90%
RN	Endorsement	Online	107	10%
LPN	Reinstatement	Manual	475	63%
LPN	Reinstatement	Online	286	37%
RN	Reinstatement	Manual	334	53%
RN	Reinstatement	Online	298	47%

A significant advance in electronic commerce occurred in FY 2004. On January 1, 2004, the Board and Alabama Interactive offered an online subscription service for license verification. Different levels of service were made available based on common data elements. Employers of nurses subscribed and identified the desired level of service. Using PUSH technology, subscribers received electronic notification within 24-48 hours of a change in a licensed nurse's status or expiration date. Alabama was the first Board of Nursing to implement PUSH technology to communicate licensure information to employers. In addition to verification of licensure of existing employed nurses, subscribers can check the license status during the pre-employment process. The ability of an employer of nurses to receive information from the Board using cutting edge technology resulted in the Board's nomination for two information technology awards. At the end of FY 2004, 175 employers subscribed to the service. The Board amended the regulations to allow the group online subscription service to substitute for

the annual report of employing agencies. More information about the group online license verification subscription service is available from the Board's web site, www.abn.state.al.us under "Employer Information."

The Board received frequent requests for purchases of mailing labels. As a state agency, the Board is subject to public records laws. The roster of licensed nurses is considered a public record and is therefore required to be available to the public upon request. During FY 2004, the purchase of mailing labels became available online. Staff continued to refine the licensing database to assure that requestors of labels received the specific information requested. Payment for labels occurred online with a credit card or by invoice. Electronic download of the labels was available on the same day it was ordered. The only data included in the label requests is the name and address of the licensed nurse. Social security numbers are never released from the Board office as that information is private and sensitive.

CENTER FOR NURSING

The Board approved an operational plan for the development and implementation of a Center for Nursing in FY 2003. A position for a Nurse Workforce Researcher was developed and approved through the State Department of Personnel. The researcher will serve as the Director of the Center. Recruitment for the position occurred in FY 2004 and full implementation is anticipated in FY 2005. Nursing workforce data was included in multiple presentations throughout the state. The last study of the nursing workforce by the Board occurred during 2000 RN renewal and 2001 LPN renewal. A web-based survey is planned for FY 2005.

A report of the nursing population in Alabama is in Appendix C.

NURSING PRACTICE

Standards of Nursing Practice

The definitions of professional nursing and practical nursing, stated in the Nurse Practice Act, are the foundation for Alabama Board of Nursing Administrative Code, Chapter 610-X-6 Standards of Nursing Practice. The definitions describe nursing practice in general terms that may be applied to varied settings.

The Standards of Nursing Practice include general rules for all practice settings, as well as some rules that are specific to particular practice situations. The Board of Nursing adopted specific rules to provide better understanding of the breadth and limits of safe nursing practice in a particular setting or type of practice. The rules for Conduct and Accountability, the Practice of Professional Nursing, the Practice of Practical Nursing and Standardized Procedures create a framework for nurses to practice in varied settings and with a wide range of responsibilities. Some practice situations create questions that require more detailed rules for safe nursing practice.

The rules for standardized procedures included a rule specific to administration of medications:

610-X-6-.05 Standardized Procedures

(6) Administration of medications by routes beyond basic educational preparation, including but not limited to intrathecal, intracavitary, intraosseous, require a standardized procedure.

In the context of the rule, the Board of Nursing reviewed the administration of Botox®, collagen and other cosmetic 'filling agents' as prescribed by an authorized prescriber. The Board determined that the administration of Botox, collagen and other filling agents was within the scope of practice for registered nurses. Also, the Board determined it was within the scope of LPNs to administer collagen and filling agents. These decisions were posted on the ABN website.

The Board of Nursing subsequently rescinded the decisions in January 2005. The Board of Nursing was made aware of an opinion posted on the website of the Alabama Board of Medical Examiners (www.albme.org) in October 2004, which included this statement:

The Board of Medical Examiners considers the procedures (Botox, Restylane, Collagen and Mesotherapy) to be the practice of medicine and as such each procedure must be performed by a licensed physician.

Standardized Procedures

The rule for Standardized Procedures, adopted in 2001, set parameters for nursing practices that exceed basic educational preparation. During FY 2004, the Board approved three standardized procedures for individual facilities.

- Children's Hospital System: Medical Screening Exam by RN under Emergency Medical Treatment and Active Labor Act (EMTALA) Requirements

- Gadsden Regional Medical Center: Continuous Renal Replacement Therapy
- Huntsville Hospital System: Procedures for RN First Assistants – Radial Artery Harvesting, Wound Closure

The Board denied a request from DCH Medical Center for LPNs to administer H2 blockers (famotidine, cimetidine, ranitidine) by intravenous (IV) push. In response to this request, the Board directed further study of intravenous therapy in LPN practice, including a review of regulations in other states. This analysis was in progress during September 2004, at the close of the fiscal year.

Requests for Standardized Procedures that were received prior to September 30, 2004, were carried forward for Board decision in FY 2005. At the end of FY 2004, the topics awaiting Board action included:

- Functional Independence Measurement by LPNs in Rehabilitation Center
- Modified Seldinger Technique for PICC Insertion by RNs
- Sharp Wound Debridement by LPN in Skilled Nursing Facility
- Laser Hair Removal by Nurses under Physician Supervision

School Nurses

The rules for Delegation by School Nurses required a report to the Board of Nursing. The report for the 2003-2004 school year included data on the activities of school nurses, the number of doses of medication administered to school children, and invasive procedures (gastrostomy tube feedings, urinary catheterization) performed for students. The Board received the data in FY 2004 and plans to analyze and disseminate the results in FY 2005. The data collected is the first study of comprehensive health services provided in Alabama schools.

Nurse Licensure Compact for Multi-state License

The State of Alabama has not enacted laws that would authorize participation in the Nurse Licensure Compact (NLC). The Board's strategic plan included continued monitoring of the potential impact in Alabama if multi-state nursing licenses are allowed. Tracking the projected impact in specific Board processes will provide useful data should the Board decide to pursue the mutual recognition model of licensure. Disciplinary processes and communication with

other Boards of Nursing are specific aspects that are under evaluation. Other areas for exploration include the impact of multi-state licensure compact on the public, nurses in Alabama, other governmental agencies and health care organizations.

ADVANCED PRACTICE NURSING

Approval to Practice

Advanced Practice Nursing (APN) requires approval from the Board of Nursing, in addition to the registered nurse (RN) license. During FY 2004, national specialty certification was required for practice as a Certified Nurse Midwife (CNM), Certified Registered Nurse Anesthetist (CRNA), and Certified Registered Nurse Practitioner (CRNP). Specialty certification was optional for Clinical Nurse Specialists (CNS) until January 1, 2005.

The Board of Nursing issued two wallet cards to each nurse who was approved for advanced practice nursing. The plastic RN card was issued for the two-year license period, ending December 31, 2004. An additional plastic wallet card was issued to each CRNA or CNS. The wallet card for CRNP and CNM was printed on special security paper in the Board office. The expiration date on the APN card showed either the RN expiration date or the expiration date for national APN specialty certification, whichever occurred first. At the close of FY 2004, the four categories of advanced practice nursing totaled 2,942 nurses.

The rules for advanced practice nursing were revised in FY 2003 and those changes were implemented during FY 2004. Alabama Board of Nursing Administrative Code, Chapter 610-X-5, Advanced Practice Nursing – Collaborative Practice was jointly adopted with the Alabama Board of Medical Examiners. These rules for CRNPs, CNMs and physicians in collaboration are also published in the Alabama Board of Medical Examiners rules, Chapter 540-X-8.

Alabama Board of Nursing Administrative Code, Chapter 610-X-9, Advanced Practice Nursing defines the requirements for approval as a CRNA or CNS. CRNA requirements were changed to reflect the current educational requirements for nurse anesthesia schools and national certification in nurse anesthesia. A master's degree is required for applicants who graduated from a nurse anesthesia program after January 1, 2004. FY 2004 was a transition year for CNS requirements. Effective January 1, 2005, the Clinical Nurse Specialist must

Advanced Practice Nursing in FY 2004	Initial Approval	Total Approved
Certified Nurse Midwife (CNM)	2	33
Certified Registered Nurse Anesthetist (CRNA)	189	1389
Certified Registered Nurse Practitioner (CRNP)	167	1388
Clinical Nurse Specialist (CNS)	26	132

have the MSN degree plus national specialty certification for approval or renewal.

Collaborative Practice

The wallet card for approval to practice as CRNP and CNM identified the nurse and the collaborating physician, along with the nurse's license number and 4-digit prescriptive number. A separate card for each approved collaborating physician was issued to the CRNP or CNM. The physician received a labeled "Physician Copy" with the same information. CRNPs and CNMs are required to notify the Board of Nursing when a collaboration agreement is terminated.

The changes to the rules for collaborative practice, adopted in September 2003, incorporated recommendations from the Joint Committee for Advanced Practice Nursing of the Board of Nursing and the Board of Medical Examiners with regard to collaboration between certified registered nurse practitioners and certified nurse midwives and licensed physicians. The committee met five times during FY 2004 to make recommendations to the two Boards, and reviewed 420 applications for collaborative practice.

The membership of the Joint Committee includes three registered nurses appointed by the Board of Nursing and three physicians appointed by the Alabama Board of Medical Examiners. Each member is appointed to a three-year term, and may be reappointed once. A minimum of three members must be in a collaborative practice: one CRNP, one CNM, and one physician. Ms. Jeanne Sewell, RN, MPH, and a member of the Board of Nursing since 1999, was appointed in September 2004 to a second three-year term on the Joint Committee. Dr. Winston Ashurst completed his second term in September 2004, and was recognized for his contributions to the Joint Committee.

Satellite Conference on Current Procedural Terminology (CPT) Billing Codes

The Board of Nursing presented a free continuing education seminar on CPT coding for CRNPs and CNMs, using the studio and satellite broadcast system of the Alabama Department of

Public Health. The program, presented on October 3, 2004, was available in county health departments and other agencies that registered to receive the broadcast. The Board of Nursing approved the program for 3.3 contact hours of continuing education. Karen Boland, RN, and Certified Professional Coder, discussed the CPT coding nomenclature, and the types of clinical documentation needed to support claims for reimbursement. Speakers included representatives from Medicare, Medicaid, Children's Health Insurance Program, and the State Employees' Insurance Board. In addition, investigation of fraudulent billing was described by personnel from the FBI and the Office of the Alabama Attorney General.

Additional Procedures for CRNP Protocols

The Board of Nursing received requests from CRNPs for additional duties that are not in the standard protocol. The procedures were reviewed by the Joint Committee.

In November 2003, the Joint Committee recommended CRNPs should be limited to the following parameters when inserting central lines. The Board of Nursing accepted the recommendation for the parameters.

- Inserted for general venous access
- Intended duration of use is no longer than one month
- Non-cuffed catheter no greater than 6 French in diameter. In June 2004, this parameter was changed to 8 French.
- Percutaneous insertion without tunneling or burying a portion of the catheter in the subcutaneous tissue between the external insertion site and the insertion into the venous lumen
- Inserted no farther than the superior vena cava at the junction of the innominate veins

An application from a CRNP for placement of internal jugular and subclavian central venous lines was reviewed by the Joint Committee in March 2004. After the Joint Committee recom-

mended denying approval for subclavian placement, the Board of Nursing requested reconsideration by the committee. In June 2004, physician members reported the Board of Medical Examiners denied approval for CRNPs to perform placement of a central venous line using the subclavicular insertion site.

The Alabama Orthopaedic Society presented a request to the Board of Medical Examiners for permission to allow certified registered nurse practitioners, surgeon assistants and physician assistants to aspirate and/or inject synovial joints as directed by the collaborating physician. At the September 2004 meeting, the Board of Medical Examiners denied this request.

Exceptions to the Collaborative Practice Rules

The Joint Committee recommended approval of an exemption from on-site physician collaboration for Sharron A. Boatwright, CRNP, practicing in Alabama as an employee of the Tennessee Valley Authority, a U.S. government agency, with a physician duly licensed in another state. Both Boards approved this request in June 2004.

Planned Parenthood of Alabama, Inc., on behalf of their medical director, requested an exception to the maximum number of CRNPs/CNMs in collaboration with a single physician. The exception was originally granted in 1996, as provided in the rules for collaborative practice. The Joint Committee recommended approval of an exception, and allowed Dr. Richard O. Davis to collaborate with no more than nine CRNPs and CNMs within the Planned Parenthood of Alabama clinics.

CONTINUING EDUCATION

The Alabama legislature mandated continuing education (CE) for licensure of nurses in 1991. Alabama is one of 25 states that mandate continuing education for license renewal. Applicants must show evidence of the required appropriate continuing education hours for renewal, reinstatement and endorsement. The Board uses evidence-based data from the disciplinary process, needs assessment, surveys and current trends in practice and education to provide, promote and assist providers of continuing education in acquainting and educating Alabama nurses to modern trends in practice to meet the mandate stipulated by the **Code of Alabama, 1975, Section 34-21-40 et seq.** The Alabama Board of Nursing

provides continuing education, approves providers of continuing education, conducts audits of licensees to establish compliance with continuing education requirements, and audits providers of continuing education.

Alabama Board of Nursing Approved Continuing Education Providers

At the end of FY 2004, there were 433 active providers of continuing education approved by the Alabama Board of Nursing. Board providers are initially approved for four years. The CE provider must reapply every four years and meet approval criteria to maintain Board approval as stated in Alabama Board of Nursing Administrative Code, Chapter 610-X-10-.03, Standards for Providers. During FY 2004, twenty-two (22) new continuing education provider applications were approved, twenty-six (26) providers of continuing education submitted renewal applications and three (3) providers reinstated as providers of continuing education.

The types of providers in active status and approved by the Board were:

Provider Type	Total
Clinics	14
Colleges/Universities/Schools	29
Home Health Care	34
Hospital/Nursing Homes	11
Hospitals/Medical Centers	101
Mental Health Services	10
Nursing Homes	37
Other (Health Related)	93
Outpatient Services	7
Public Health Agencies	4
Publications	4
Regional/National Associations	19
Regulatory Agencies	2
Rehabilitation Centers	12
Self Employed Providers	42
State Associates	14

The Board worked to enhance its relationship with approved CE providers through mailing communications to providers, requesting provider updates and conducting surveys to determine needs of providers. The Board also shared practice problems that were identified over time that could be addressed with continuing education.

To ascertain if providers of continuing education adhered to Alabama Board of Nursing rules and regulations, the Board assessed the compliance rate and consistency among providers in implementing rules via review of applications,

random onsite audits of records and audits of continuing education programs. Focused audits were initiated as a result of complaints or problematic issues identified by the consumer of continuing education. Compliance audits were conducted following a random audit when a corrective plan had been required of providers to be in compliance with established criteria. Sixteen (16) audits were conducted during FY 2004. Six CE provider audits were random, and five each of compliance and focused audits.

One audit led to withdrawal of Board approval. Y2K Health Seminars failed to meet Board requirements as required by regulations. The Board withdrew approval and notified the provider. The Board approved staff guidelines for removal of approval. The names of specific providers are posted on the Board's web site if approval is withdrawn, not granted, or if the provider misrepresents Board approval. For example, MedCEU, an online provider of continuing education is not approved by the Alabama Board of Nursing. Multiple attempts to contact MedCEU were unsuccessful so the Board posted the information on the web site that MedCEU is not an approved provider. Any continuing education obtained through MedCEU is not acceptable for license renewal, reinstatement, or endorsement.

During the beginning of RN license renewal at the end of FY 2004, staff monitored the continuing education providers submitted by licensed nurses. Several providers were listed as offering continuing education during a time when the provider's approval was expired. For example, Health Topics 2000 continued to offer continuing education beyond expiration of Board approval. Each provider was contacted and advised to no longer represent Board approval. Revisions to the rules for continuing education providers are anticipated in FY 2005. Until the revisions are in place, licensed nurses should inquire of providers if Board approval is current.

Requirements for continuing education are posted on the Board's web site, www.abn.state.al.us, including licensed nurse rules, standards for providers of continuing education and a listing of active and retired providers. The web site also lists, as a courtesy to Board approved providers and nationally recognized providers, information on upcoming continuing education opportunities. Nurses may also take advantage of a provider look-up site that allows them to enter a name of a city and obtain a listing of Board approved providers in their area.

RN and LPN Random Audit of Continuing Education for License Renewal

Each renewal period, two percent (2%) of licensed nurses are randomly selected for an audit of continuing education records. Individuals with prior continuing education audit violations from the previous renewal are also audited. Four hundred nineteen (419) licensed practical nurses were selected for the FY 2004 LPN renewal CE audit. Eighty-two percent (82%) evidenced compliance with continuing education requirements for license renewal. Eight percent (8%) elected not to renew. Non-compliance with continuing education requirements was evidenced by licensed practical nurses that did not respond (8%), responded past the deadline (17%), or were denied due to inadequate documentation of hours (2%). The tables below represent the results of the FY2004 CE Audit of licensed practical nurses.

FY 2004 LPN Renewal CE Audit	
Selection Criteria	Number Selected
Random Audit (2%)	51
One Previous Violation	68
Two Previous Violations	0
Three Previous Violations	0
TOTAL	419

COMPLIANCE

Licensee Status	CE Audit Status	Number	Percentage
Active	Cleared	345	82%
Active/Probation	Cleared	0	0%
Lapsed (elected not to renew)	Lapsed	33	8%

NON-COMPLIANCE

Category of Non-Compliance	Number	Percentages
No Response	35	8%
Response Not Timely	70	17%
Denied (inadequate hours)	2	0.5%

The Board posted results of the continuing education audit on its website, www.abn.state.al.us. In August 2004, 1,064 RNs were mailed notices of audit for 2004 RN renewal.

Mandatory Continuing Education

All Alabama nurses licensed by examination must complete a four contact hour Board-provided continuing education class before the first renewal. The class is made available to licensed nurses via live classes presented by Board staff or a videotape of the class shown by Board-approved providers of continuing education.

The Board-provided mandatory continuing education class presents topics related to Board functions, the Nurse Practice Act, regulations, professional conduct, accountability, and chemical dependency. Since the implementation of the class in February 2003, 436 LPNs and 2,611 RNs completed the mandatory class. Board staff conducted twelve (12) classes for FY 2004 in Gadsden, Tuscaloosa, Selma, Evergreen, Troy, Livingston, Jasper, Florence, Birmingham, Opelika, Mobile and Montgomery. One hundred and ten (110) RNs did not complete the mandatory continuing education and were not eligible for renewal.

In FY 2004, the Board approved the purchase of a system that will allow CE to be posted online. It is anticipated the system will be purchased during FY 2005.

The Board as a Provider of Continuing Education

The Board is required to provide continuing education. ABNP0001, the Board's Continuing Education Provider Unit, is administered by the Executive Officer. The Board's mandatory continuing education program for nurses licensed by examination was provided through the Board's provider number. In addition, the Board staff offered numerous other programs throughout the fiscal year. For the past two years, Board staff collaborated with staff from *The Birmingham News* to offer continuing education during the healthcare career fair. During FY 2004, twelve contact hours was offered during two career fairs. Staff also provided continuing education with corresponding contact hours to camp nurses, school nurses, the Birmingham Regional Organization of Nurse Executives, and sexual assault nurse examiners.

In addition to offering continuing education through its provider unit, Board members and staff traversed the state during FY 2004 to present topics ranging from standards of practice, documentation, ethics, nursing shortage, and substance abuse to NCLEX® preparation, advanced practice regulation, and the activities of the Board. Sixty presentations occurred during FY 2004.

The Board of Nursing conducts an Annual Summit with a focus on various topics. There were two Summits held in FY 2003 and the Board did not host a Summit in FY 2004.

Board members and staff are available to present topics to interested organizations, associations, and groups. A "Speaker Request Form" is available for downloading from the Board's web site, www.abn.state.al.us, in the "Information and Downloads" section.

NURSING EDUCATION PROGRAM REGULATION

Central to assessing outcomes of nursing education programs is determination of the degree to which the graduates of program are meeting the expectations of the educational program, the regulatory body, and the demands of consumers and employers to deliver competent and safe care. The joint responsibility of the educational program and the regulatory body is to ensure that graduates of nursing education programs are prepared for safe and effective practice and to assure that candidates are prepared for initial licensure at the appropriate level of practice. The Standards for Approval of Nursing Education Programs are available in the Alabama Board of Nursing Administrative Code, Chapter 610-X-3, on the Board's website at www.abn.state.al.us.

The Board-approved nursing education programs are reviewed annually for compliance with regulatory standards. Annual report documents are submitted in October for the past fiscal year. The primary components of the report require assessment and evaluation of the mandatory outcomes of theoretical competence of the program graduates; evaluation of clinical competence of graduates; and evaluation of the performance of new graduates on the NCLEX® RN and LPN. The institution must document that the collection and analysis of data is used to make evidenced-based decisions about programmatic changes or improvements. A systematic evaluation plan (SEP), comprehensive in nature, must document on-going evaluation; evidence relevant decision making; reflect the collection, aggregation, and analysis of programmatic outcomes, levels of achievement, time frames for accomplishment, methods of achievement, actions taken and quantitative data.

Approved Nursing Education Programs

LPN Programs	24
RN Programs	36 (24 ADN; 13 BSN)
Total Nursing Programs	60

A list of the nursing education programs approved by the Alabama Board of Nursing and the corresponding NCLEX® results for first-time writers from each program is in Appendix D.

Deficiencies

Three nursing education programs received Notices of Deficiency during FY 2004. Drake State Technical College – PN Program in Huntsville was granted until September 30, 2005 to correct its NCLEX – PN® deficiency. Tuskegee University - RN was given until September 30, 2006 to correct its NCLEX – RN® deficiency. The Board's Nursing Education Consultant visited each program following the Notice of Deficiency.

The Nurse Practice Act requires that the Board conduct a hearing before withdrawing approval from a nursing education program. Revision of the nursing education program rules in August 2002 included a requirement for a hearing if the nursing education program failed to correct deficiencies within the time period specified by the Board. The Board worked in early FY 2004 to establish procedures for nursing education program hearing(s).

The University of Mobile-ADN program failed to correct its NCLEX® deficiency in the time specified by the Board. As a result, the Board conducted its first formal hearing for a nursing education program in March 2004. Based on the evidence presented at the hearing, the Board voted to continue the deficiency status for the University of Mobile's ADN program until 2006. The program submitted additional updates related to its improvement plan subsequent to the Board's decision.

New Program Development

Interest in the development and implementation of new nursing education programs increased over the last eighteen months. The Board considered and approved four new programs during FY 2004. New program guidelines were developed to facilitate implementation of the rules and proposal development. The application is evaluated based upon compliance with all of the established standards. A new nursing education program that meets established standards is granted provisional approval. The program is reviewed once the first class of graduates takes NCLEX®. If the program

meets standards, including results on the NCLEX®, the Board may grant full approval.

The programs that applied for and received provisional approval during FY 2004 were:

- Northeast Alabama Community College in Rainsville received provisional approval for a practical nursing (PN) program in January 2004 and admitted students in fall 2004.
- Lurleen B. Wallace Community College, MacArthur Campus, in Opp received provisional approval for a mobility program for practical nurses to obtain an associate degree in nursing. The new program received approval in January 2004.
- Snead State Community College in Boaz received provisional approval to begin a practical nursing and associate degree nursing program in January 2004. Each program admitted its first students in fall 2004.
- Faulkner State Community College in Bay Minette received provisional approval for its practical nursing program in January 2003 and graduated its first class in August 2004. The associate degree program, provisionally approved in January 2003, did not have graduates in FY 2004.

Distance Education Programs

The nursing shortage contributed to a proliferation of out-of-state distance education nursing programs. The Board staff continued to receive frequent telephone calls and electronic mail requests regarding the educational requirements for licensure as a RN in Alabama and the feasibility of becoming a RN via home study/distance learning programs. A distance learning program is defined as "an educational process that is characterized by the separation, in time or place between the instructor and student." (National League for Nursing Accreditation Council, 2002). In order to meet the educational requirements for licensure in Alabama, the out-of-state program must meet substantially the same requirements as Alabama programs.

If a program uses distance modalities for classroom instruction, the program must evaluate and assess the educational effectiveness of the program to determine if its outcomes are substantially comparable to a campus-based program. Supervised land-based clinical experiences are required to validate didactic learning. Supervised clinical experience means the provision of direct patient care under the guidance of a qualified fac-

ulty member or designee. Testing does not meet the standards for clinical learning experiences.

Applications for licensure are reviewed on an individual basis to determine if the applicant meets the required educational standards. A program without a clinical component does not meet Alabama's legal requirements for nursing education. An endorsement applicant who completed a distance education program without a clinical component is required to demonstrate, either through work experience or continuing education, the requisite clinical components required by the regulations.

LEGAL DIVISION

A dramatic increase in complaints was noted from FY 2002 to FY 2003. At the time, this was attributed to changes in Board rules which clarified the responsibility of licensed nurses to report illegal, substandard, unethical, unsafe or incompetent nursing practice in conjunction with educational offerings related to the rule change. The increase in written complaints received by the Board continued in FY 2004 with a total of 954 written complaints received (up from 826 in FY 2003). Each complaint alleged violations of the Nurse Practice Act or the Alabama Board of Nursing Administrative Code. A review of data for FY 2003 and FY 2004 indicated that the percentage of disciplinary actions remained stable, which would indicate an increased awareness of the necessity of reporting violations to the Board.

In FY 2004, the Board disciplined the license of 439 nurses. Of those, 270 cases were settled through negotiation and 70 were resolved through the formal hearing process. There were 99 licensees who chose to voluntarily surrender (a self-revocation) the license rather than face disciplinary action. Thirty-one applicants for original licensure were disciplined and six revoked or lapsed licenses were reinstated through the disciplinary process. Participation in the voluntary disciplinary alternative program (VDAP) increased with a year-end total of 253 licensees being monitored. Likewise, there was an increase in licensed nurses monitored on probation with a year end total of 211.

The most common ground for disciplinary action continued to be substance abuse. Substance abuse included violations such as misappropriation or diversion of drugs from the work setting

and impairment while on duty. Hydrocodone, alcohol and marijuana are the most prevalent drugs of choice/abuse with a notable rise in the use of methamphetamine. The second most common ground for discipline continued to be the substandard practice category which includes violations related to falsification of records, knowledge deficit and patient abandonment.

The number of licensees disciplined for working without an active Board-issued license and/or specialty approval remained a concern as the number of violations continued to increase. In FY 2004, a new method of licensure verification for employers was made available by the Board. This service notifies the subscriber within 24-48 hours of any change in the license status of licensed nurses and should help reduce the risk of individuals working without proper authorization from the Board of Nursing.

Technology, such as the verification subscription service mentioned above, continues to enhance the Board's ability to protect the public. Currently, methods are being explored which would further enhance communication between the Board and the employer.

Activities of the legal division for FY 2004 are listed in Appendix E.

FINANCE

Comparison of Actual Revenues and Expenditures to Budget

The proposed expenditure budget for FY 2004 was \$3,720,416.00. The amount expended was \$3,026,128.80 or 81.34% of the budgeted amount, a savings of \$694,287.20. The remaining amount reverted into the Alabama Board of Nursing Trust Fund for future use.

Revenues also exceeded expectations. The Board received \$2,830,038.11 and budgeted \$2,208,848.00, an excess of \$621,190.11.

FY 2004 Revenues and Expenditures

REVENUES:

Licenses and Permits	\$2,023,180.00
Examination Fees	448,950.00
Board Penalties	86,532.00
Miscellaneous Fees	265,224.02
Other	6,152.09
TOTAL REVENUES	\$2,830,038.11

FY 2004 Post-Baccalaureate Nursing Education Scholarship Recipients

NAME	CITY OF RESIDENCE	SCHOOL OF NURSING	ANTICIPATED DEGREE
Cinnamon D. Banks	Birmingham	UAB	MSN
Judith M. Brevik	Mobile	USA	MSN
Melissa G. Bush	Cottondale	UAB	MSN
Susan W. Carroll	Albertville	UAB	MSN
Audrey M. Green	Jacksonville	UAH	MSN
Cam M. Hamilton	Montgomery	TSU	MSN
Tanya C. Hunnicutt	Sylacauga	TSU	MSN
Pamela L. Jackson	Tuscaloosa	Samford	MSN
Deloria R. Jones	Gadsden	Samford	MSN
Marilyn D. Knight	Tuscaloosa	UA	MSN
Alicia R. Pettis	Gurley	UAH	MSN
Brenda F. Walters	Andalusia	USA	MSN
Cindy T. Wilson	Dothan	USA	MSN
Margaret H. Hughes	Enterprise	USA	MSN
Jamie S. Chappell	Rockford	TSU	MSN

EXPENDITURES:

Personnel Costs	\$1,979,509.51
Travel Expenses	49,584.90
Operating Expenses	962,750.58
Equipment Purchases	34,283.81
TOTAL EXPENDITURES	\$3,026,128.80

Post-Baccalaureate Nursing Education Scholarships

The Board of Nursing received \$13,367.00 from the Education Trust Fund to administer the Post-Baccalaureate Nursing Education Scholarships. Fifteen scholarship recipients received a total of \$11,584.69. Two recipients completed their program of study before the end of the fiscal year. The legislature did not appropriate any funds for the upcoming fiscal year, thus eliminating the scholarship for FY 2005.

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

Dishonored Checks

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

For example, the Board no longer accepts personal checks on out-of-state banks. Collection on out-of-state banks was problematic. In addition, license verification requests can not be paid by personal check. The availability of the online service allowed payment with a credit or debit card. Checks written by a third party, including a spouse, are also not acceptable. Starter or counter checks are not accepted. Regulations require the name of the licensee be imprinted on the check along with an address. Fines must be paid in cash, by cashier's check, money order, or certified check.

FY 2004 Dishonored Checks

Revenue Type	Number of Bad Checks	Total Amount of Bad Checks	Total Amount of Bad Check Fees	Total Amount Due
CE Late Fee/Renewal	1	160.00	30.00	190.00
Change/Add Collaborating Physician	1	25.00	30.00	55.00
Endorsement	1	85.00	30.00	115.00
Endorsement – Temporary Permit	2	270.00	60.00	330.00
Examination	2	170.00	60.00	230.00
Examination – Temporary Permit	10	1,350.00	300.00	1,650.00
Reinstatement – Lapsed License	6	1,020.00	180.00	1,200.00
Renewals	42	3,145.00	1,140.00	4,285.00
Renewals – Late	15	2,340.00	450.00	2,790.00
VDAP Monitoring Fee	2	1,140.00	60.00	1,200.00
Verification of Licensure	2	55.00	60.00	115.00
TOTAL	84	9,760.00	2,400.00	12,160.00

As of September 30, 2004, of the \$51,028.90 of bad checks and bad check fees since July 2001, \$50,940.90 had been collected, leaving a balance due of \$88.00. Three individuals were reported to the Montgomery County District Attorney's Worthless Check Unit for collection. The Board also revoked three licenses for failure to pay the dishonored check face value and statutory bad check charge.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.

The Alabama Board of Nursing is a member of the National Council of State Boards of Nursing, Inc. (NCSBN). The National Council Licensure Examination (NCLEX®) is developed by NCSBN and administered by Pearson VUE. Membership in NCSBN is necessary for candidates to access NCLEX®. Board member Marjesta Kahn Jones, LPN, served on the Board of Directors of NCSBN during FY 2004. Board member Patricia LeCroy, MSN, RN, continued to serve on the Bylaws Committee. Executive Officer N. Genell Lee, MSN, RN, JD continued to serve on the Finance Committee.

Board members and staff were actively involved in NCSBN activities throughout FY 2004. Participation in NCSBN provided access to information about what other Boards of Nursing are doing, opportunities to review and discuss national and global issues, and collaboration on regulatory projects.

Opportunities exist for Alabama nurses to participate in NCSBN activities. Several nurses from Alabama participated in NCLEX® test item development during FY 2004: Kathy J. Livingston, Darlene Mathis, and Alternate Angela Smith Collins. Individual licensed nurses interesting in participating in test item writing can volunteer on the NCSBN web site, www.ncsbn.org.

The delegates of NCSBN approved a revised LPN Test Plan at the Annual Meeting held in Kansas City, Missouri in August 2004. The Test Plan was approved in FY 2004 for implementation in FY 2005.

APPENDIX A

FY 2004

**Accomplishments
of the FY 2004-2008
Strategic Plan**

ABN 2004-2008 STRATEGIC PLAN

Accomplishments are in italics

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

PERFORMANCE MEASURES:

- 100% of applicants that are licensed are qualified according to the law.
- 100% of completed applications are accurately processed within established time frames.
- By FY 2008, 95% of licensing applications occur electronically.
- By FY 2008, 95% of official transcripts are submitted electronically.
- By FY 2008, 60% of all licensing transactions occur electronically.

STRATEGIES:

- Place all licensure applications online. *Timeline: FY 2004*
The group online license verification subscription service started January 1, 2004. Applications for licensure by examination went online in April 2004. Licensure by endorsement went online in June 2004. Requests for individual license verification became available August 2004. CRNA and CNS initial applications are next. A postcard was sent to remind RNs about online renewal in June 2004. RN license renewal went live August 31, 2004.
- Conduct a compliance audit on a random selection of license applications every quarter. *Timeline: FY 2004-2008*
Ten percent of license applications were randomly selected and audited each quarter. There was 100% compliance with licensing qualified applicants.
- Offer receipt of official transcripts electronically. *Timeline: FY 2004 and beyond*
We are evaluating encryption software to be able to provide secure transmissions of sensitive information such as SSN.

- Review licensure rules for possible revision. *Timeline: FY 2004*
Accomplished. Board approved final certification of rules in September 2004 and the new licensure chapter became effective November 1, 2004.
- Review Board's position on mutual recognition. *Timeline: FY 2004 and beyond*
- Implement imaging system. *Timeline: FY 2004*
The imaging system hardware and software has been installed. The conversion of documents continues. Staff training occurred February 26, 2004. Over 2 million images have been loaded. Ron Lazenby and Andy Stewart attended a two week training session to learn more about the system and development of forms. All conversion files sent to vendor for completion. Staff now imaging some documents and staff training continues. The lektriers were removed from the office the end of August and deadlines were given to staff regarding identification of documents to be imaged. Business Systems Consultants provided administrator training and are setting up the legal division document types and processes.
- Evaluate imaging system impact on licensing activities. *Timeline: FY 2005 and beyond*
- In five years, integration of imaging system and licensing functions enable electronic transfer of information. *Timeline: FY 2008*
- In five years, interface with ABME database to verify credentialing for advanced practice nurses in collaborative practice. *Timeline: FY 2008*
- Support legislation related to acceptance of digital certificates. *Timeline: FY 2004 and beyond*

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

PERFORMANCE MEASURES:

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

STRATEGIES:

- Review annual reports of nursing education programs and provide analysis and information to the Board each January. *Timeline: FY 2004-2008*
Annual reports reviewed and summary report provided to Board. Board approved revised annual report form July 2004. Working with Alabama Interactive to place report on web for data entry and transfer of data to in-house database. Unable to accomplish for FY 04 and report sent via electronic mail to programs on September 1, 2004.
- Send letters of notice of deficiency and visit each program with deficiencies within six months of notice. *Timeline: FY 2004-2008*
Notices of deficiency were sent to the schools following the November Board meeting. Visits were made within six months of the notices of deficiency.
- Conduct hearings for nursing education programs that fail to comply with outcome standards. *Timeline: FY 2004-2008*
First hearing Statement of Charges and Notice of Hearing held March 18, 2004 for University of Mobile-ADN program. Decision made at May 2004 meeting.
- Collaborate with nursing education regarding curriculum development for advancing nursing practice models. *Timeline: FY 2004 and beyond*

- Review rules for nursing education programs to address distance learning for out of state nursing programs educating Alabama nurses. *Timeline: FY 2004 and beyond*
- Review licensure requirements for mobility and graduate students enrolled in Alabama programs. *Timeline: FY 2004 and beyond*
Amendment to rules approved July 2004 to remove requirement that mobility students be licensed in Alabama. Final certification provided by Board at September 2004 meeting. Changes to education rules become effective November 1, 2004. Impact on Board's finances from eliminating requirement will be evaluated in the future.
- Review licensure requirements for out of state nursing faculty supervising students in Alabama. *Timeline: FY 2004 and beyond*
Reviewed. If practicing nursing in Alabama, license is required.

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

PERFORMANCE MEASURES:

- 100% of disciplinary cases are resolved in accordance with the law.
- A majority (greater than 50%) of disciplinary cases are resolved within six months of receipt of initial complaint.
- 100% of VDAP and probation participants are monitored for compliance with Board agreement/order and non-compliance is addressed within established time frames.

STRATEGIES:

- Pursue web-based compliance monitoring. *Timeline: FY 2004 and beyond*
There are two initiatives that impact this strategy. Web-based forms through use of the imaging system are part of the implementation of imaging. Although it has not yet been accomplished, expect it can be accomplished in FY 05. The other strategy is that the intent is to hire a programmer specifically for web-based applications in FY 05.

- Conduct annual evaluation of disciplinary cases and compare the law with the resolution. *Timeline: FY 2004-2008*

- Analyze the time frames associated with resolution of complaints on a quarterly basis and identify outliers. *Timeline: FY 2004-2008*
Most outliers are criminal cases that are pending. The majority of cases are resolved within the six month time frame.

- Conduct biannual audits of compliance monitoring to assure that non-compliance is addressed within established time frames. *Timeline: FY 2004-2008*
Compliance audits will not begin until FY 05.

- Implement addictionologist role and evaluate the impact on the Board functions. *Timeline: FY 2004 and beyond*
Request for position remains in State Personnel. Personnel analysts are working on position. Approved by State Personnel Board March 2004. Requested that register be opened. Met with State Personnel in June 2004. Position posted September 8, 2004. No applicants. Letter sent to Director of State Personnel requesting an increase in the salary scale for the position as directed by the State Personnel Board.

- Evaluate changes in rules for violations and fines to determine impact. *Timeline: FY 2004 and beyond*
Staff Guidelines for Recommending Levying of Fines considered at November 2004 Board meeting.

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

PERFORMANCE MEASURES:

- 100% standardized procedures annual reports are reviewed, analyzed, and evaluated.

STRATEGIES:

- Collect standardized procedures annual reports from health care employers. *Timeline: FY 2004*
Report forms mailed to health care employers/agencies in December 2003. Reports were due January 25, 2004. Input of data into a standardized procedure database has delayed second notices being sent. Preliminary report provided to Board at June 2004 Work Session.

The hiring of a nurse consultant specifically for practice should expedite the review of this process.

- Revise standardized procedures annual report forms. *Timeline: FY 2005-2008*
- Communicate standardized procedures to schools of nursing. *Timeline: FY 2005 and beyond*
- Monitor the evolving practice of nursing as demonstrated by the standardized procedures reports. *Timeline: FY 2004 and beyond*

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

PERFORMANCE MEASURES:

- 100% applicants for advanced practice are approved only if qualified in compliance with the law.
- Joint committee meets once per year for statutory compliance. *Timeline: FY 2008*

STRATEGIES:

- Conduct quarterly audits of sample of advanced practice approvals to assure compliance with law. *Timeline: FY 2004-2008*
A 10% random audit of advanced practice approvals revealed 100% compliance in FY 2004.
- Streamline processing of advanced practice applications. *Timeline: FY 2004*
The initial application for CRNAs and CNSs should be online in FY 05. There have been some changes in processes to attempt to streamline review of the applications.
- Continue to participate in discussions related to reimbursement for advanced practice. *Timeline: FY 2004 and beyond*
CPT code manual and electronic format ordered for Board staff to use in review. Review ongoing. Over 600 codes sent to Blue Cross Blue Shield. Still need to do diagnostic testing CPT codes.

- Standardize model practice protocols for advanced practice nurses in collaborative practice. *Timeline: FY 2004 and beyond*
No action in FY 2004 due to Nurse Practitioner Task Force activities.

- Increase public awareness of roles of advanced practice nurses. *Timeline: FY 2004 and beyond*

- Develop system for evaluating expansion of advanced practice roles. *Timeline: FY 2004 and beyond*

The lack of a practice consultant impacted any activities in this area. Ms. Cotton has performed practice and advanced practice functions for 5+ years and anticipate hiring a nurse consultant specific for practice issues before the end of calendar year 2004. Ms. Cotton will then be able to devote more of her time to advanced practice and addressing some of the strategies in the strategic plan.

- Evaluate evolving role of clinical nurse specialist. *Timeline: FY 2004 and beyond*
Board members have had some discussion about the CNS and the new AACN clinical nurse leader role. Will continue to evaluate.

- Convene Advanced Practice Advisory Council-Collaborative practice to address model practice protocols and reimbursement issues. *Timeline: FY 2005*

The activities of the Nurse Practitioner Task Force led to a decision not to convene the AP Advisory Council for collaborative practice.

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

PERFORMANCE MEASURES:

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

STRATEGIES:

- Implement Board-approved continuing education plan. *Timeline: FY 2004-2008*
Progress continues in implementation of CE plan. Report of progress for each item was in the CE Report for each Board meeting.

Center for Nursing: The mission of the Alabama Center for Nursing is to collect, analyze, and disseminate nursing workforce information.

PERFORMANCE MEASURES:

- The Center for Nursing collects, analyzes, and disseminates workforce information. *Timeline: FY 2004 and beyond*
- A state plan is developed and implemented for nursing workforce issues. *FY 2005 and beyond*

STRATEGIES:

- Implement Center for Nursing Advisory Council to identify sources of data, types of data, and review potential data elements that require collection. *Timeline: FY 2004 and beyond*
New position approved by State Personnel Board March 2004. Requested that register be established. Met with State Personnel in June 2004. Position posted on September 8, 2004. There were no qualified applicants. Letter sent to Director of State Personnel requesting an increase in the salary range.
- Develop state plan for nursing workforce issues. *Timeline: FY 2005*
- Implement state plan for nursing workforce issues. *Timeline: FY 2006 and beyond*
- Collaborate with other agencies involved in workforce issues. *Timeline: FY 2004 and beyond*
Executive Officer met with various regional hospital councils and discussed the shortage, activities for recruitment, and what the Board intended to do.

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

FISCAL ACCOUNTABILITY

PERFORMANCE MEASURES:

- 100% of financial reports are accurate.
- 100% of Board members and staff comply with financial standards.

STRATEGIES:

- Provide annual education to Board members and staff regarding financial standards. *Timeline: FY 2004 and beyond*
Fiscal policies and standards were reviewed at the January 2004 Board meeting.
- Identify and address any outliers associated with Board members and staff compliance with financial standards. *Timeline: FY 2004-2006*
Outliers identified by auditor. Expect findings in legal and financial compliance audit, particularly related to travel and theft of funds. Audit not received as of November 1, 2004.
- Evaluate fees and fines on an annual basis and evaluate expenditures and revenues for each program activity. *Timeline: FY 2004 and beyond*
Revised fee schedule in effect December 25, 2003. Revised fee schedule in licensing rules that will come before Board in September 2004. FY 06 Budget approved by Board in September 2004. Budget for FY 06 to the Budget Office on October 29, 2004. Fee changes provided to Board in changes in licensure rules and the changes become effective January 1, 2005. Expenditures and revenues for each program activity continues to be evaluated.
- Identify and capture external sources of funding for Board projects. *Timeline: FY 2004 and beyond*
Without a researcher, no external sources of funding sought out during FY 04. Although there was a grant available for workforce issues, the deadline was not sufficient for an application to be completed.

EVIDENCE-BASED DECISION MAKING

PERFORMANCE MEASURES:

100% of Board and staff decisions are based on evidence, information, and analysis of data.

STRATEGIES:

- Continue to implement the APPLE model for evaluation of rules and other applicable Board decisions and actions. *Timeline: FY 2004 and beyond*
APPLE analysis provided for proposed regulations during FY 04.
- Develop and implement research plan. *Timeline: FY 2004-2008*
The lack of the nurse workforce researcher once again impacted the ability of developing a research plan. The school nurses throughout the state collected data on the health services provided in the schools for the 2003-2004 academic year. We are nearing completion of the data entry and anticipate a White Paper on School Health in Alabama in FY 2005.

PUBLIC ACCOUNTABILITY

PERFORMANCE MEASURES:

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

STRATEGIES:

- Information about group online license verification subscription services is sent to Alabama health care facilities. *Timeline: FY 2004*
Explanatory letter, subscription form, and flyer mailed to health care facilities in early December 2003. Subscriptions continue. As of September 30, 2004, there were 175 subscribers to the service and we continue to receive inquiries.
- Post disciplinary action to Board web site within two weeks of Board action. *Timeline: FY 2004-2008*
November 2003 Board actions involving discipline were posted to the Board's web site within the two week time period. 2004 Board actions involving discipline were posted to the Board's web site within the two week time period.

- Investigate alternative mechanisms for communicating Board decisions. *Timeline: FY 2004*
Agreement with Concepts Publishing, Inc. was not approved by the Governor's office. Company notified. EO to provide information to Board at March 2004 meeting regarding alternatives. Report provided. Board elected to mail Annual Report to each licensee. Annual Report to printer in April 2004 and mailed to licensees in June 2004. Renewal postcard reminders were mailed to registered nurses in June 2004.

- Prepare for FY 2004-2005 Sunset Review by the Alabama legislature. *Timeline: FY 2004-2005.*
Sunset Review process discussed at April 15, 2004 Work Session. Subsequently, Examiners of Public Accounts contacted EO to begin audit process (lists of licensees and Board members for questionnaires). Auditors came June 15, 2004. Meeting with Sunset Committee scheduled for September. Sunset report sent to Board members September 1. Board met with Sunset Committee. Anticipate legislation in 2005 regular session continuing the Board of Nursing.

APPENDIX B

FY 2004

Board Actions

ALABAMA BOARD OF NURSING

FY 2004 Board Actions

BOARD

November 2003

- Established 2004 Board meeting dates.
- Established 2004 dates for Board work sessions.
- Approved revised mission, values, and vision statements.
- Approved FY 2004-2008 Strategic Plan.

January 2004

- Approved a Board-specific area to the ABN web site for access by Board members.

March 2004

- Approved theme, purpose, schedule, and list of invitees for the ABN 6th Annual Summit to be held October 22, 2004.
- Approved printing and mailing FY 2003 Annual Report to each licensee.

September 2004

- Approved resolution for donations of memorabilia from Helen McLean's family.
- Directed Executive Officer to reinstitute Friday mailings and also post relevant information on Board-specific section of web site.

ADMINISTRATION

November 2003

- Approved agreement with Publishing Concepts, Inc. to publish and distribute quarterly ABN newsletter contingent on approval by Governor Riley.

January 2004

- Approved following the state financial policy regarding out-of-state travel reimbursement for meals rather than the previous practice.
- Reviewed fiscal policies.

May 2004

- Approved authority and functional organizational charts.

September 2004

- Evaluated Executive Officer and approved salary increase.
- Established Board member compensation for FY 2005 at \$125.00 per day.
- Approved FY 2006 Budget.

ADVANCED PRACTICE

November 2003

- Approved parameters for approvals of insertion of central lines.

March 2004

- Approved Leslie Gaston, CRNP, for insertion of central lines.
- Approved exemption from documentation of on-site collaboration for Sharron Boatwright, CRNP, employed by the Tennessee Valley Authority.
- Declined to duplicate statute in rules for grounds for termination of collaborative practice.

July 2004

- Approved increase of central line catheter size from 6 Fr. to 8 Fr.

September 2004

- Appointed Jeanne Sewell, MPH, RN to second term on Joint Committee for Advanced Practice Nursing.

CENTER FOR NURSING

November 2003

- Amended purpose of Center.

March 2004

- State Personnel approved position for Director of Center and request made to establish register.

CONTINUING EDUCATION

January 2004

- Withdrew approval from Y2K Health Educational Seminars, ABNP1180, for non-compliance with standards established for continuing education providers.
- Directed staff to submit draft guidelines for withdrawal of CE provider approval.

March 2004

- Approved Policy: Staff Guidelines for Withdrawal of Approval of Continuing Education Providers.

July 2004

- Approved purchase of Tegrity-like system for online continuing education.
- Approved amendments to Chapter 610-X-10, Continuing Education for Licensure.

EDUCATION*November 2003*

- Determined that nursing education program hearings for noncompliant programs will be conducted by a Hearing Officer with a court reporter present during a regular Board meeting with the full Board present.
- Approved notice to Southern Community College PN program, University of Mobile ADN program, and Bishop State Community College ADN program of continued non-compliance with 75% NCLEX standard for first-time writers and the consequences of non-compliance.
- Approved Notice of Deficiency to Drake State Technical College PN program (correction by end of FY 2005) and Tuskegee University BSN program (correction by end of FY 2006) for failure to meet the 75% NCLEX standard for first-time writers.
- Suspended articulation/mobility advisory council due to activities at Department of Post-secondary Education.

January 2004

- Approved correction of Southern Community College-PN Program NCLEX results and notice of correction.
- Approved notice of correction to the following PN programs: Chattahoochee Valley State Community College; Bishop State Community College; Ayers State Technical College; Gadsden State Community College; Trenholm State Technical College.
- Approved correction of NCLEX-RN® deficiency to Bishop State Community College ADN Program for achieving 75.8% in twelve month period.
- Approved sending University of Mobile-ADN Program a Statement of Charges and Notice of Hearing for continued failure to meet NCLEX-RN® standard of 75% for first-time writers.
- Approved notice of correction to RN programs for meeting 75% NCLEX® standard within 12 months as directed: Lawson State Community College; Northeast Alabama Community College; Spring Hill College.

- Granted provisional approval to Northeast Alabama Community College to establish a PN nursing education program.
- Granted provisional approval to Lurleen B. Wallace Community College to establish a new ADN program for LPN to RN mobility.

March 2004

- Approved staff guidelines for establishing a new nursing education program as an operational process for Board staff.
- Hearing regarding University of Mobile Associate Degree Nursing Program's continued non-compliance with NCLEX® pass rates.
- Denied approval of the Navy Hospital Corpsman Program based on lack of substantial compliance with educational criteria for an approved Alabama practical nursing program.

May 2004

- Granted provisional approval to Snead State Community College for implementation of ADN/PN program effective Fall Semester 2004.
- Continued University of Mobile-ADN Program with deficiency until 2006 with various stipulations.

July 2004

- Approved FY 2004 Nursing Education Program Annual Report Form.
- Approved amendment to Rule 610-X-3-.01(8)(c).

September 2004

- Granted petition for declaratory ruling from Susie McCutcheon, RN, BSN, MA, faculty member at Northwest Shoals Community College approving master's in guidance and counseling as "health-related" per rule.

LEGAL*November 2003*

- Approved changes to staff guidelines for resolution of disciplinary cases.
- Approved discontinuing comparative evaluation of probation and VDAP.
- Approved discontinuing report of licensee disciplinary action by nursing education program.

March 2004

- Approved Revised Staff Guidelines for Chemical Dependency Monitoring and Non-compliance.
- Denied application for rehearing for Russelle Louis Hubbard, RN, 1-073802.

July 2004

- Denied request from Leisa Ann Eaddy to amend Board Order allowing her to supervise other nurses.

LICENSING**November 2003**

- Approved, as final certification, revisions to fee schedule.
- Approves services agreement with System Automation to upgrade License 2000.

July 2004

- Denied petition for declaratory ruling from Kirk Kevin Leopard, requesting to take the NCLEX-PN® based on experience and Navy corpsman training.
- Repealed Chapter 610-X-4, Licensure and approved new Chapter 610-X-4, Licensure.

POST-BACCALAUREATE SCHOLARSHIPS**November 2003**

- Approved maintaining current process of applications.

PRACTICE**November 2003**

- Denied Petition for Declaratory Ruling by J. Daniel Raulerson, M.D. requesting that LPNs be allowed to administer D50W.
- Approved Standardized Procedures Annual Report Form.
- Approved The Children's Hospital of Alabama request for RNs in the Emergency Department to perform medical screening examinations.
- Approved regulations related to Registered Nurse First Assistants (Chapter 610-x-6-.12 and Chapter 610-X-2-.06(7)).
- Viewed a documentary film about crystal methamphetamine.

January 2004

- Approved standards of practice for sexual assault nurse examiners (SANE) and definition of SANE. Chapter 610-X-6-.13 and 610-X-2-.06(8).

March 2004

- Approved administration of collagen as within scope of practice of CRNPs, RNs, and LPNs pursuant to an organized program of study, supervised clinical practice, and demonstrated clinical competence.
- Approved administration of Botulinum Toxin Type A as within the scope of practice of CRNPs and RNs pursuant to an organized program of study, supervised clinical practice, and demonstrated clinical competence.
- Approved Continuous Renal Replacement Therapy as a standardized procedure for Gadsden Regional Medical Center.

May 2004

- Deferred decision on RFNA standardized procedure for Huntsville Hospital pending comment from Board of Medical Examiners.
- Approved amendment to Chapter 610-X-6-.06, Delegation by School Nurses, to lower required curriculum training hours from 24 to 12.
- Deferred decision on proposed Chapter 610-X-6-.14, Delegation of Assistance with Medications in the Department of Mental Health.

July 2004

- Approved standardized procedure for RNFAs at Huntsville Hospital System.
- Denied standardized procedure request from Druid City Health Systems to allow LPNs to administer H2 blockers via intravenous push but will discuss LPN scope of practice at future work session.

September 2004

- Directed Executive Officer to bring information related to community based health care and medication technicians/aides to December work session to address proposals from Alabama Assisted Living Association and Alabama Department of Mental Health.
- Issued declaratory ruling to Bonnie Davis, RN, Shealy Lynn, RN and Janis Ward, RN, indicating that it is not a violation of the NPA or administrative code for a school nurse to administer over the counter medications without a physician order so long as written parental consent is obtained.
- Directed Executive Officer to devote the December Work Session to community-based settings.

- Directed that a list of standardized procedures requests and Board actions be placed on the web site.

NATIONAL COUNCIL STATE BOARDS OF NURSING, INC.

January 2004

- Denied request to provide individual NCLEX® candidate results to CGFNS unless there is written consent from each candidate.
- Approved proposed revisions to NCLEX-PN® Test Plan.

March 2004

- Determined that Marjesta K. Jones, LPN, would be a candidate for Director at Large position; Dr. Elaine Klein for Committee on Nominations for Area III; and Genell Lee as candidate for President.

May 2004

- Elected Dr. Lockwood and Ms. Lee to serve as delegates to the 2004 Delegate Assembly in Kansas City.
- Elected Ms. Carpenter and Ms. Homan to serve as alternate delegates to the 2004 Delegate Assembly in Kansas City.

July 2004

- Provided direction to delegates attending the 2004 Annual Meeting.
- Directed Ms. Lee to draft letter supporting Marjesta Jones' candidacy for Director at Large and Ms. Lee's candidacy for President.

APPENDIX C

FY 2004

Report of the Nursing Population

2004 ANNUAL REPORT

Registered Nurses Licensed in Alabama 1993-2004

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Located In State	30,701	35,147	36,427	34,096	36,059	41,077	40,473	42,915	44,610	40,335	42,937	45,221
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	37,989
Full-time	23,151	24,366	24,832	24,994	27,838	28,256	28,381	28,149	28,737	29,651	29,766	31,185
Part-time	3,704	3,820	4,794	4,869	5,072	5,254	5,666	5,652	5,351	6,315	6,372	6,804
Employed non-nursing	721	772	1,013	1,799	1,380	982	579	797	589	37	62	377
Not employed	1,398	1,783	1,587	1,497	1,287	1,584	1,641	3,032	1,539	571	1,519	1,678
Student*						306	148		174	206	217	250
Retired*						258	240		174	677	682	850
No Response	1,727	4,406	3,418	937	482	4,437	318	5,285	8,038	2,878	4,319	4,077
Located out of State	3,211	4,551	4,104	3,595	2,779	4,934	3,822	6,118	3,541	3,182	3,909	4,882
Total	33,912	39,698	40,531	37,691	38,838	46,011	44,295	49,033	48,151	43,517	46,846	50,103

2004 ANNUAL REPORT

Practical Nurses Licensed in Alabama 1993-2004

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
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	16,511
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	13,238
Full-time	11,762	12,137	12,231	12,330	12,553	12,916	12,465	12,214	12,570	10,860	11,446	11,538
Part-time	2,006	1,882	2,043	2,082	2,077	2,316	2,145	1,559	1,647	1,245	1,677	1,700
Employed non-nursing	520	478	357	628	650	368	374	797	536	461	38	48
Not employed	1,280	1,198	773	836	948	729	783	1,746	693	571	551	579
Student*						129	108		155	74	132	132
Retired*						140	142		160	104	203	206
No Response	1,669	1,459	788	134	124	1,343	1,952	953	2,307	2,954	854	2,308
Located out of State	1,343	909	695	709	809	926	1,195	1,055	1,078	813	547	748
Total	18,580	18,063	17,148	16,719	17,161	17,971	19,164	18,306	19,151	17,082	15,448	17,259

APPENDIX D

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 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass
ALABAMA SOUTHERN COMMUNITY COLLEGE Brenda Rigsby, Director of Nursing & Allied Health	P.O. Box 2000 Hwy 21 S Monroeville 36461 251-575-3156 ext. 238	ADN	13 100	5 100.0	12 100.0
AUBURN UNIVERSITY Dr. Barbara Witt, Dean	107 Miller Hall Auburn 36849 334-844-5665	BSN	76 89.50	68 92.6	77 88.3
AUBURN UNIVERSITY- MONTGOMERY Dr. Barbara Witt, Dean	P.O. Box 244023 Montgomery 36124-4023 334-244-3658	BSN	32 90.60	26 96.2	43 90.7
BEVILL STATE COMMUNITY COLLEGE Penne Mott, Division Chair of ADN Program	1411 Indiana Avenue Jasper, AL 35501 1-800-648-3271 ext. 5763	ADN	59 94.90	62 88.7	104 97.1
BISHOP STATE COMMUNITY COLLEGE Barbara Powe, Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile 36603 251-405-4497	ADN	136 70.60*	86 69.8*	20 95.0
JOHN C. CALHOUN STATE COMMUNITY COLLEGE Jan Peek, Chairperson Department of Nursing	P.O. 2216 Decatur 35609-2216 256-306-2795	ADN	68 97.10	91 87.9	92 82.6
CENTRAL ALABAMA COMMUNITY COLLEGE Coosa Valley School of Nursing, Dr. Melenie Bolton, Provost, Director of Nursing	P.O. Box 389 Childersburg 35044 256-378-5576 ext. 6581	ADN	28 85.70	27 88.9	47 80.9
CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Dixie Peterson, Division Chair, Health Sciences	2602 College Drive Phenix City 36869 334-291-4925	ADN	27 77.80	37 81.1	32 75.0

Approved Registered Nursing Programs (continued)					
Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # 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 Brenda Holman, Chair	P.O. Box 227 Gadsden, AL 35902-0227 256-549-8320	ADN	50 96.00	53 96.2	45 97.8
JACKSONVILLE STATE UNIVERSITY Lurleen B. Wallace College of Nursing, Dr. Sarah Latham, Dean	700 Pelham Road North Jacksonville 36265-9982 256-782-5428	BSN	71 91.50	70 88.6	72 84.7
JEFFERSON DAVIS COMMUNITY COLLEGE Ann Mantel, Director of Nursing	P.O. Box 958 Brewton 36427-0958 251-809-1600 or 1601	ADN	67 86.60	70 78.6	65 94.4
JEFFERSON STATE COMMUNITY COLLEGE Janice S. Pyle, Director of Nursing and Allied Health	2601 Carson Road Birmingham AL 35215 205-856-7940	ADN	48 87.50	71 87.3	43 97.7
LAWSON STATE COMMUNITY COLLEGE Shelia Marable, Chairperson Dept. of Health Professions	3060 Wilson Road Birmingham 35221 205-929-6437	ADN	30 70.00*	23 100.0	25 92.0
LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS Monica Cauley, Chair Health Sciences	P.O. Drawer 910 Opp, AL 36467 (334) 493-3573 #275	ADN Mobility	NA – New Program	NA – New Program	NA – New Program

Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass
NORTHEAST ALABAMA COMMUNITY COLLEGE Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville 35986 256-228-6001 ext. 316	ADN	39 71.80*	42 92.9	34 97.1
NORTHWEST SHOALS COMMUNITY COLLEGE Sheila Smith, Director of ADN Program	2080 College Road Phil Campbell 35581 256-331-6237	ADN	61 88.50	78 85.9	86 77.9
OAKWOOD COLLEGE Dr. Carol Allen, Chairperson Dept. of Nursing	7000 Adventist Blvd. Huntsville 35896 256-726-7287	ADN	5 100.00	3 100.0	6**** 66.7
SAMFORD UNIVERSITY Ida V. Moffett School of Nursing, Dr. Nena Sanders, Dean	800 Lakeshore Drive Birmingham 35229 205-726-2861	BSN	40 90.00	45 91.1	49 83.7
SHELTON STATE COMMUNITY COLLEGE Gladys Hill, Director of Nursing and Allied Health	9500 Old Greensboro Road Tuscaloosa 35405 205-391-2457	ADN	29 93.10	47 95.7	51 94.1
SNEAD STATE COMMUNITY COLLEGE Dianne Watts, Director of Health Sciences	P.O. Box 734 Boaz, AL 35957-0734 (256) 840-4185	ADN	NA – New Program	NA – New Program	NA – New Program
SOUTHERN UNION STATE COMMUNITY COLLEGE Lynn Harris, Chair, Department of Nursing	1701 LaFayette Pkwy Opelika 36801 334-745-6437 ext. 5510	ADN	62 83.90	69 84.1	114 80.7
SPRING HILL COLLEGE Dr. Carol Harrison, Chair, Division of Nursing	4000 Dauphin Street Mobile 36608 251-380-4490	BSN	16 68.80*	11 100.0	18 94.4

Approved Registered Nursing Programs (continued)					
Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass
TROY UNIVERSITY-TROY Dr. Bernita Hamilton, Director School of Nursing	Collegeview Boulevard Troy 36082 334-670-3428	BSN	31 80.60	27 88.9	23 95.7
TROY UNIVERSITY Dr. Donna Bedsole, Director, ASN Program	340 Montgomery Street Montgomery 36104 334-834-2320	ADN	49 81.60	33 90.9	27 96.3
TUSKEGEE UNIVERSITY Dr. Doris Holeman, Associate Dean/Director	Basil O'Connor Hall Tuskegee 36088 334-727-8382	BSN	16 75.00	5 40.0*	11 54.5*
UNIVERSITY OF ALABAMA CAPSTONE COLLEGE OF NURSING Dr. Sara E. Barger, Dean	P.O. Box 870358 Tuscaloosa 35487-0358 205-3486-6639	BSN	54 96.30	57 93.0	72 88.9
UNIVERSITY OF ALABAMA AT BIRMINGHAM Dr. Rachel Booth, Dean	UAB Station 1701 University Blvd Birmingham 35294-7210 205-934-5428	BSN	114 90.40	79 86.1	98 84.7
UNIVERSITY OF ALABAMA IN HUNTSVILLE Dr. Fay Raines, Dean	301 Sparkman Drive Huntsville 35899 256-824-6345	BSN	85 78.80	79 92.4	93 69.9*
UNIVERSITY OF MOBILE Dr. Elizabeth Flanagan, Dean, School of Nursing	P.O. Box 13220 Mobile 36663-0220 251-675-5990 ext. 253	BSN ADN	27 88.90 60 68.30*	15 100.00 80 57.5*	14 85.7 63 79.4
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	54 87.00	50 90.0	69 82.6
UNIVERSITY OF SOUTH ALABAMA Dr. Debra Davis, Dean	USA Springhill Avenue Mobile 36688-0002 251-434-3410	BSN	123 94.30	99 89.9	136 94.9

Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Street Address/ City/Zip Code/ Telephone Number	Type of Program	NCLEX FY 01-02 # Candidates Percent Pass	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass
UNIVERSITY OF WEST ALABAMA Ida D. Pruitt Division of Nursing, Sylvia Homan, Chairperson	Station 28 Livingston 35470 205-652-3517	ADN	25 100.00	19 100.0	36 91.7
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN Jackie Spivey, Director ADN Program	1141 Wallace Drive Dothan 36303 334-983-3521 ext. 407	ADN	94 90.40	72 76.4	69 76.8
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	97 83.50	115 81.7	183 74.3*
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA Becky Casey, Director, ADN	P.O. Box 2530 Selma 36702-2530 334-876-9271	ADN	37 100.00	26 100.0	34 97.1
Alabama Totals			1,823 86.40	1,740 86.1	1981 85.5
National Totals			71,376 86.30	75,671 87.1	85,532 85.4

* Notice of Deficiency (Implemented with new rules)
 ** Approval with Deficiency (Status removed with new rules)
 *** Approval with warning (Status removed with new rules)
 **** Program Closed and final graduates have written NCLEX®

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, Program Director	P.O. Box 2000 Thomasville, 36784 251-575-3156 ext. 238	33 87.9	20 95	19 73.7*
AYERS STATE TECHNICAL COLLEGE # Brenda Holman, Chair	P.O. Box 1647 Anniston 36207 256-832-1217	54 74.1*	52 76.9	109 75.2
BESSEMER STATE TECHNICAL COLLEGE Laura Steadman, Coordinator Nursing and Allied Health Programs	P.O. Box 308 Bessemer 35201 205-428-6391 ext. 305	62 85.5	99 78.8	125 80.0
BEVILL STATE COMMUNITY COLLEGE Joyce Breed, Chair	P.O. Drawer 9 Hamilton 35570 1-800-648-3271, ext. 5350	82 81.7	134 87.3	149 83.9
BISHOP STATE COMMUNITY COLLEGE Barbara Powe, Director of Nursing	1365 Martin Luther King Drive Mobile 36603 251-405-4497	36 66.7*	35 91.4	35 97.1
JOHN C. CALHOUN COMMUNITY COLLEGE Jan Peek, Chairperson of Nursing	P.O. Box 2216 Decatur 35609-2216 256-306-2795	44 79.5	56 78.6	79 83.5
CENTRAL ALABAMA COMMUNITY COLLEGE Coosa Valley School of Nursing Dr. Melenie Bolton, Provost, Director of Nursing	P.O. Box 389 Childersburg, 35044 256-378-5576 ext. 6581	30 83.3	26 96.2	31 100.0
CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Dixie Peterson, Division Chair, Health Sciences	2602 College Drive Phenix City, 36869 334-291-4925	32 46.9*	39 84.6	28 78.6
DRAKE STATE TECHNICAL COLLEGE Alice Raymond, Department Head, Nursing	3421 Meridian Street North Huntsville, 35811 256-551-3148	29 89.7	57 64.9*	70 72.9*
FAULKNER STATE COMMUNITY COLLEGE Jean Graham, Director of Nursing and Allied Health	1900 U.S. Hwy 31 South Bay Minette, 36507 251-580-2293	NA - New Program	NA - New Program	5 100.0

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
GADSDEN STATE COMMUNITY COLLEGE Brenda Holman, Coordinator	P.O. Box 227 Gadsden, 35902-0227 256-549-8457	44 70.5*	60 90.0	68 89.7
LURLEEN B. WALLACE COMMUNITY COLLEGE- MACARTHUR CAMPUS Monica Cauley, Chair, Health Sciences	P.O. Drawer 910 Opp, 36467 334-493-3573 ext. 275	24 87.5	22 90.0	44 79.5
NORTHEAST ALABAMA COMMUNITY COLLEGE Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville, 35986	NA - Program	NA - Program	NA - Program
NORTHWEST SHOALS COMMUNITY COLLEGE Ruth Mason, Director of Nursing	800 George Wallace Blvd. Muscle Shoals, 35662 256-331-6251	49 100.0	31 93.5	35 100.0
REID STATE TECHNICAL COLLEGE Dr. Shirley Brackin, Chair, Health Careers	P.O. Box 588 Evergreen, 36401 251-578-1313 ext. 124	32 81.3	42 88.1	38 84.2
SHELTON STATE COMMUNITY COLLEGE Gladys Hill, Director of Nursing and Allied Health	9500 Old Greensboro Road Tuscaloosa, 35405 205-391-2457	46 91.3	40 75.0	39 79.5
SNEAD STATE COMMUNITY COLLEGE Dianne Watts, Director of Health Sciences	P.O. Box 734 Boaz, 35957-0734 256-840-4185	NA - New Program	NA - New Program	NA - New Program
SOUTHERN UNION STATE COMMUNITY COLLEGE Lynn Harris, Chair, Department of Nursing	1701 LaFayette Pkway Opelika, 36801 334-745-6437 ext. 5510	12 75.0	22 95.5	17 94.1
SOUTHERN COMMUNITY COLLEGE Stephanie Mitchell, Director of Nursing	P.O. Box 830688 Tuskegee, 36083 334-727-5220	5 60.0*	13 77.0	19 84.2
TRENHOLM STATE TECHNICAL COLLEGE Ethel Avery, Director, Practical Nursing	1225 Air Base Blvd. Montgomery, 36108 334-420-4415	44 68.2*	28 75.0	31 87.1

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
GEORGE C. WALLACE COMMUNITY COLLEGE- DOTHAN Gwynn Galloway, Director, Department of Nursing	1141 Wallace Drive Dothan, 36303 334-983-3521 ext. 332	88 89.8	84 93.6	85 88.2
GEORGE C. WALLACE COMMUNITY COLLEGE- HANCEVILLE Dr. Denise Elliott, Director, Department of Nursing	P.O. Box 2000 Hanceville, 35077-2000 256-352-8198	32 81.3	39 79.5	97 88.7
GEORGE C. WALLACE COMMUNITY COLLEGE- SELMA Veronica Brown, Director, Practical Nursing	P.O. Box 2530 Selma, 36702-2530 334-876-9335	9 100.0	26 100.0	37 100.0
U.S. ARMY RESERVE 91 WMB PN SCHOOL Major Anne C. Brown, Program Director	Building 751 5722 Integrity Drive Middleton, TN 38054-5022 901-874-6069	0 0.00*	3 100.0	3 100.0
Alabama Totals		788 81.1	939 84.7	1,173 84.6
National Totals		37,489 86.0	43,138 88.3	47,795 88.9

* Notice of Deficiency

APPENDIX E:

FY 2004 Legal Division Activities

FY 2004 DISCIPLINARY ACTIONS

The Board of Nursing took disciplinary action against the following licensed nurses for violation of the laws and/or rules of the nursing profession at the FY 2004 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 the verification line at (334) 242-0767, or through the Board Office.

Voluntary Surrenders for Revocation

Aldrich, Christine Campbell	1-046672	Hammond, Sonja Marie	1-076229
Allison, Sandra Dee	1-036648, CRNA	Hemrick, Jennie Lucile	1-034185
Alliston, Leigh Ann	2-052698	Henderson, Demeta Shontee	2-035463
Benton, Sylvia F.	1-017168	Henderson, Juhree Carrie	2-041652
Black, Ora M.	2-014536	Hensarling, Charlotte Diane	2-023472
Boniella, Mark Damon	1-062584	Hightower, Annie Lizzie Carr	2-026567
Bradley, Barbara	1-071979	Hinds, Amy Nicole	2-040913
Britt, Jim Lucius	1-065174	House, Hope Rene	1-062443
Brown, Kimberly Ann	2-033031	Howard, Kelly Renee	1-076170
Cagle, Tricia Lee	1-076302	Hyde, Andrea Lynn	1-051151
Caheely-King, Dolores Ann	1-066768	Jackson, Martha Jane	1-076365
Caminita, Paula M.	1-070935	Jones, Lori Lynn Clayton	2-048361
Cantrell, Lesa Ann	1-074731	Jones, Sandra Joan	1-049831
Castleberry, Jill Delynn	2-048300	Jordan, Susan Adele	1-079301
Chandler, Georgia Denise	1-032098	Jtineant, Matthew Lee	1-093826
Chesnut, Sharon Bianco	1-087906	Key, Melissa Gale	1-069890
Cockrum, Wendy Renee	1-097341	Kilgore, Kellee Gail	2-044942
Cole, Nena Babette	1-084843; 2-030027	King, Hilda Millet Ford	2-036380
Compton, Terri Lynnett	2-047261	Kyles, Venessa Davis	2-047250
Corley, Jamie Diane Willis	1-066393	Lambert, Carol L.	1-018820
Crowe, Sandra Jo Earley	2-033484	Lambert, Rosemary C.	1-017426
Crump, Rhonda Kay	2-041653	Level, Suzanne	2-051677
Curry, Marion Denise Tidwell	2-048879	Loftin, Ann Alexander	1-051730
Durham, Gael Estes	2-036966	Lyons, Christina Barbara	1-069442
Featheringill, Regina Gale	1-055659; CNS	Lyons, Patricia A.	1-024159
Franks, Linda Louise Johnson	2-033572	McDaniel, Teresa Lynn	2-020157
George, Ginger Yvonne	1-054651	Merrell, Joseph Travis	1-097569
Gilreath, Cindy Irene	2-051475	Mills, Robyn Dianne	1-100022
Gomany, Dale Sandra	1-028904	Mitchell, Amy	1-091741
Grossi, Susan K. Wilson-Smith	2-051784	Moore, Ramanda Leah Bobo	2-049371
Haas, Patricia L.	1-021835	Morris, Karen Lee	2-024302
Hammac, Sandra Kay	1-066610	Nelson, Allen Harvey	1-062061; CRNA
		Nesbitt, Stacy Nadine	1-083689

Nichols, Michael Wayne 2-047877

Pate, Terrie Ann 1-061222

Pino, Elizabeth Miller 1-030105

Ray, Andrea Cook 1-022521

Roach-Satterfield, Margaret Faye 2-026195

Roberts, Shelley Sue 1-063952

Rubley, Dana Michelle 2-038334

Sarhan, Mark 1-092196

Sarmiento, Janice Faye 2-036496

Setzer, Ronnie Lamar 1-076453

Sickels, Randy Alan 1-070315

Slaton, Jackie Diane 1-040645; 2-019030

Spears, Deloris Lucille 1-062999; 2-032177

Sprague, Robert Allen 2-040889

Stafford, Denise Renee 1-085297

Steele, Iris June Hester 1-062250

Stockton, Kathleen Ethel 1-096979

Stout, Martha E. 2-013378

Strickland, Andrea Clair 2-051346

Summers, Patsy Jane 2-025691

Tetreault, Regina Painter 1-084000

Thacker, Linda Faye White 2-023055

Tidwell, Benjamin Joseph 2-051570

Travis, Tina Lorraine 1-055356

Vaughn, Sherry Lynn 1-073693

Walker, Shelby Jean Stephens 2-020195

Wallace, Fredrick Dale 1-061829

Ward, James Earl 1-070493

Ward, Jr., Michael Hinton 2-053165

Ward, Vanessa Avery 2-037477

Watford, Lisa Lynn 2-043024

Whatley, Andrea Kay 1-074561; 2-036341

Whitehead, Paul Herbert 1-027053

Williams, Amy Ladell 1-051440

Williams, Betty G. 2-033501

Woddail, Cheryl Pauline 1-053957

Wolfe, Pamela Jeanette 1-070559; 2-027205

Wyatt, Jeannine E. Shockley 1-018870

Yohe, Janeen Laree 1-073833

Revocation

Adams, Pamela Schell Nichols 1-071551

Arledge, Stacy Lynn Hunter 2-035480

Barnes, Linda Miriam Boyette 2-018898

Benion, Cassandra Bennett 2-045293

Bennett, Betty J. Braddock 1-089964

Bond (Brady), Jessie Gayle Springer 2-051253

Brooks, Ruth Christine Blunt 1-091517

Brown, Angela Doris Waugh 1-094065

Bryars, Susan Renee Davison 2-034691

Buehrig, Jeanna Peacock 1-072380

Cobern, Verna Jane Blackard 1-065887

Cordell, Kimberly Dawn Gullede 2-038205

Davis, Betty J. Singleton 2-017193

Davis, Shelia Diane Freeman 1-088014; 2-029502

Donnelly, Paula Michelle Kilgore 1-082445

Duncan, Dorothy Melissa Rogers 1-094668

Etheridge, Cindy Lou Dailey 2-032992

Felder, Chastity Denise 2-047376

Florence, Tina Joette McWalters 1-054619

Ford, Kayla Sheree Powell 2-047284

Franklin, Lawanda Williams 2-046647

Fry, Cynthia Leigh Cottrell 1-089822

Fullman, Linda Gay Thomas 2-026702

Fullman, Lisa Jane 2-034730

Goulbourne, Apryl Joy 1-082263

Gruhlke, Dana Michelle Jenkins 1-081455

Guest, Rebecca Frances Ingram 2-017423

Johnson, Tammie Ravell Morris 2-049384

Jordan, Jennie Marie Hollander 2-036203

Kelley, Artina Debray Webb 1-097854

Lawrence, Lea Ann Visser 1-080984

Lundy, Clarence Raymond 1-075838; 2-034207

Lynn, Laura Lee 2-025431

Martin, Sandra Denese 2-020158

Mays, Jessica Ruth McCrary 2-047779

McCain, Lee Ann 1-101168

Monk, David Patrick 1-079866

Montgomery, Amy Diane 1-095413

Moore, Jeremy Allen 2-048489
 Owens, Catherine Anita Lewis 2-034040
 Pass, April Stanley 1-094924
 Penney, Kim Elizabeth 1-087651
 Pierre III, Adam Joseph 1-098291
 Ray, Carmen Letlow 1-058475
 Sheffield, Misty Anne Hallman 1-080615
 Spires, Lisa Elizabeth McKinney 2-033721
 Taylor, Helen Marie 2-030892
 Taylor, Mary J. Blackmon 2-034619
 Walls, Melanie Rene Sims 1-073949
 West, Annie Theresia 1-068258
 Woodfin, Susan Elaine 1-044832
 Yarbrough, Kimberly Anne Wheeler 1-061862

Suspension

Grant, Carson Rae Allen 1-050192
 Smith, Carolita 2-037392

Suspension and Fine

Abele, Jane D. Carpenter 1-068833
 Benjamin, Teresa Shipley 2-039334
 Boatwright, Sharron Annette McCullough. 1-056150;
 CRNP
 Carwile, Diana Lynn 2-035185
 Chappelle, Raquel G. 1-069705; CRNA
 Farragher, Gennie Lou Hitt 1-061334
 Ford, Rickey Lee 2-049203
 Hayes, Likeasha Nequann 1-097254
 Hill, Jacqueline A. 1-070112; 2-024852
 Jamison, Glendora Bolar Marks 1-042513
 Johnson, Diane Elaine 2-035775
 Johnson, Linda Ann Bass 2-032550
 Jones, Nancy Sue Head 1-080297
 Lee, Elizabeth Denise Baskins 2-046989
 Lewis, Sharon Ann Russell. 1-072723
 Means, Shelia Mae Dudley Drake 1-059155; 2-025218
 Phillips, Debra Kanieth Eddy. 1-064105; 2-026979
 Robinson, Audrey Marie Burton 2-023977

Sheppard, Jr., Marion Lofton 2-018405
 Springer, Danielle Lockhart 2-039152
 Stewart, Bernadette. 2-043370
 Watkins, Juanita Johnson. 2-020446
 Wheaton, Ivora Michelle Underwood 1-078640;
 2-040474
 Wilkinson, James Brian 1-094955

Suspension Followed by Probation, Fine and/or Reprimand

Abbinante, Robin Michelle Hackworth 2-049154
 Adkins, M. Anne Howerton. 1-098611
 Barrett, Rebecca Sharon Lambert. 2-048804
 Bearden, James Ashley 1-071125
 Blankenship, Linda Frae Johnson. 1-063500;
 2-016870
 Bolton, Billie Jo Underwood 2-041696
 Brown, Dana Rae Fields. 1-069355
 Bryant, Mark Anthony 1-063529
 Calvert, Jr., James Alton. 1-033256; CRNP
 Carter, Kathryn Marie 2-034711
 Cochran, Stephanie Dawn Scott 1-095011
 Cole, Nena Babette Crane 1-084843
 Crawford, Diana Lea 1-069224
 Creel, Katie Suann McHaffey. 2-051768
 Culp, Caroline 1-054540
 Curtis, Sandra Delaine Sprinkle. 2-040374
 Dennis, Barbara Gayle Dampier. 1-096523
 Drake, Jamesina Turner 1-047758
 Dykes, Joan Ellen Foley 1-035218; 2-012880
 Eaddy, Leisa Jo Lockman 1-089236
 Ellison, Amy Lynn Greenwood 2-047410
 Formby, Janet Carol Fox 1-049599
 Fuller, Carolyn Davis 1-063722; 2-025220
 Fullman, Linda Gay Thomas 2-026702
 Gibson, Annette Marie Langley. 1-079816; CRNP
 Gulleddge, Jr., William Horace 1-052196
 Hansen, Kristina Renae 1-100159
 Harrison, Sandy Lynn Carroll 2-052818
 Havard, Reba Cevene 2-025859

Henderson, Juhree Carrie McLain 2-041652
 Hicks, Tiffany Monique Sellers 1-098152
 Higdon, Heather Leigh 2-050166
 Hubbard, Russelle L. 1-073802
 Johnson, Shirley Ann Wilson 1-038797; 2-019751
 Kirya, Elizabeth Nalugo 1-075641; CRNP
 Kyles, Venessa Davis 2-047250
 Lux, Patrick Francis 1-096280
 Maddox, Jr., James Elisha 2-022833
 McClain, Katrina Frances 2-051158
 Metzner-Rocker, Manuela Astrid 2-034893
 Mitchell, William Joseph 1-073321
 Murphree, Sonya Ann Steele 1-076916
 Nance, Gwendolyn Dawn Murphy 2-052716
 O'Banion, Ina Lavonia Moore 1-088756
 Otterberg, Marlene Annette Henderson 1-054719
 Owens, Vanginetta McDade 2-039221
 Paradise, Stephanie Kara Nelson 1-090071
 Pate, Mary Helen O'Brien 2-034277
 Perry, Teresa Lynn Woodruff 1-048734
 Pistole, Robert Lennious 1-050116
 Postiglione, Phoebe Paulette 1-046807
 Preyer, Janice Renea Davis 1-070202
 Prickett, Donna Patrice Fox 1-074450
 Rice, Brenda Faye Stapler 2-049074
 Scott, Patricia Gail 2-034820
 Smitherman, Julia Shannon Hamm 1-092418
 Stabler, Mitzi Loretta Harrison 1-073665; 2-027067
 Steele, Iris June Hester 1-062250
 Stiver, Dorothea Louise Townsend 1-094986
 Stoner, Clo Ann Taylor 1-047700; 2-019569
 Suttle, William Earl 1-080989
 Thompson, Angela Elaine Williams 1-080263
 Thornton, Brenda Faye Turnipseed 2-048356
 Todd, Georgia Geneva 2-046459
 Taylor, Amber Leigh 2-050100
 Upshaw, Lenette Louise 2-046511
 Walker, Linda Sanford 2-034325
 Walker, Phillip Max 1-074875

Walton, Sharon Lynne Banks 1-036595
 Watkins, Katherine Lei Pickett 2-047335
 Watts, Rebecca Ann Austin 1-069807
 Weeks, Pennie Lynn Prescott 1-072832; 2-039447
 West, Cynthia Joyce Hatcher 1-056281; 2-029530
 Williams, Catherine Ann Jackson 2-033214
 Williams, Michael 1-048908
 Wilson, Leslie Joy Serra 1-084285
 Worley, Susan Janice Carnley 1-060597; 2-029324

Probation and Fine

Ali, Shukriyyah Muslimah Peoples 2-030372
 Address, Jo Ann Pruitt 1-066440
 Anthony, Patricia Ann Gordon 1-062164; 2-027510
 Black, Ora M. Salter 2-014536
 Blue, Rita Lynne Davis 1-067814
 Boone, Sandra Gale Holmes 2-047751
 Bowden, Tracey Marie Johnson 1-070021
 Bradford, Mary V. Freeman 2-008297
 Brooks, Cynthia Denise 2-044462
 Brooks, Teresa Rochelle Young 2-028635
 Brown, Debra Ann 2-043886
 Brown, Pauline Anntonnett 1-073866
 Burgess, Elizabeth Mae 2-026902
 Camp, Nancy Lechon 1-092577
 Chase, Connie Jo Hancock 2-042076
 Cole, Alyce Frances Tipler 1-048420; 2-021467
 Cordell, Kimberly Dawn Gulledege 2-038205
 Cosby, Hollie Amber 2-053005
 Craig, Debra Louise 1-052854
 Crocker, Jennie Nicolle Ballard 2-035291
 Crump, Regina Levette LPN Exam Applicant
 Doby, Sabrina Latonya 2-051754
 Dozier, Teresa Denise 1-055064; 2-025397
 England, Emma Amelia 2-031499
 Evans, Terria Noel 1-095380; 2-034084
 Evans, Veronica Bug Holmes 2-044186
 Fisher, Carolyn 2-047379
 Franks, Susann Hurst RN Exam Applicant

Frazier, Bianca Lovette	2-052265	Murphree, Shannon Dawn Taylor	1-072813
Gallops, Cynthia Barbara Pappas	1-055155	Naylor, Gail Bentley	2-027699
Gann, Tami Marie Eichenberger	2-050059	Obleton, Lorain Taylor	2-016424
Garrett, Tina Leigh	RN Endorsement Applicant	Pate, Tracie Elaine Cade	1-087476; 2-032652
Godwin, Carla Suzanne Scott	1-096986	Payne, Melody Carol Bell	1-056970
Golden, Brenda Joan Savage	2-036140	Presley, Lydia	1-070201
Granger, Willie Pearl Richardson	1-035235; 2-011390	Raia, Nicole Nicholson	2-040886
Greene, Misty Lee	2-051987	Rains, Carolyn Ruth Starkey	1-031900; 2-007015
Griffin, Larry Anthony	2-039670	Randolph, Kathy Lorraine Graham	2-048538
Haggard, John David	1-076635	Raschen, Elizabeth Armour	1-040331, CRNP
Hamm, Cynthia Ann	1-051105; CRNA	Roberts, Andrea Lettice Mercer	1-038985; CRNP
Hammond, Sonja Marie	1-076229	Rubin, Taylena Renee Wilson	2-045200
Hammond, Sonya Lynn	2-038679	Sanders, Audrey Faye Warren	2-045219
Harper, Kathleen Marie Mostert	1-050416; 2-023960	Sanders, Tangie L. Hamilton	2-052004
Hensarling, Charlotte Diane Goodson	2-023472	Scott, Cynthia Creswell	2-023250
Herrin, Teresa Kaye Matecki	1-091637	Seay, Dawn Alicia Anderson	1-073715
Higgins, Sharon Diane Sloan	2-050923	Sharman, William Scott	2-039330
Hightower, Annie Lizzie Carr	2-026567	Shelton, Angela Michelle Hall	2-042490
Huffman, Marcella Christeen	2-037099	Smith, Misty Michelle	1-090430; 2-047620
Johnson, Carol Ladean	2-045672	Smith, Tambi Sonora	1-091479
Johnson, Lori Anne Mason	2-040078	Stephens, Lenora Wynnee Baldwin	1-072427; 2-027076
Keel, Jennifer Leigh Hodo	1-087929	Sudano, Carol A.	2-014707
Kelley, Virginia Rose Terry	1-041348	Swords, Christy Lynn	2-050539
Keyes, Dorothy Nell	1-087407	Thomas, Karen Sue Weekley	1-085327
LaForce, Charles Henry	1-078763; 2-030671	Vaughn, Anna Lynette Budd	2-053568
Leonard, Christina Julia Clum	2-049099	Vinson, Mary Lois Coleman	2-022598
Lindner, Janice Lea Ferguson	2-021820	Wagnon, Jr., Kenneth Jefferson	1-076966
Mannings, Evelyn Marie	2-045060	Walker, Shelby Jean Stephens	2-020195
Martin, Katrina A. Royal	1-070267	Ward, Vanessa Avery	2-037477
McClain, Katrina Frances	2-051158	Watford, Lisa Lynn Adamoschek	2-043024
McCoy, Patsy Sue Thompson	2-044340	Watson, Kathryn Janecy Martin	1-059704
McGee, Deborah Dianne Cochran	1-057339; 2-027771	Watson, Mina Yariya	2-051925
McLemore, Douglas Lenard	2-029028	Weathington, Tawana Gaye Kelley	2-051744
McLemore, Susie Lee Brown	1-065421; 2-027665	White, Suwanna Jemekia	2-048314
McMillan, Donna Romaine Brugge	2-035561	Williams, Katrina LaQuin	LPN Exam Applicant
McQueen III, John Wesley	1-028820	Wilson III, James Henry	2-035756
Means, Katherine Williams	1-023728	Young, Shirley Ann Ritter	1-072683
Morgan, Peggy Virginia Green	1-084568		

Probation

Bolden, Bernadette Felicia LPN Exam Applicant
 Flournoy, Kacia Ellan LPN Exam Applicant
 Hewett, Nancy Ann Alexander 1-050062; 2-011485
 Lazare, Ramona Yalanda Jelks LPN Exam Applicant
 Sides, Jennifer Elaine Eillis 2-051219
 Sprayberry, Candida Dawn Griffin. 2-049771

Public Reprimand and Fine

Bishop, Deborah Diane Mitchell . . . 2-030506; RN Exam Applicant
 Brasher, Suzan Amber Goodwin 2-053590
 Brewer, Carol Elaine. 1-075875
 Brothers, Mary Jo Alexander 2-022169
 Brown, Jacqueline Gilliland. 2-035996
 Brown, Vanessa 1-040187, CRNP
 Bullock, Randy Neil 1-055947
 Buroker, Marsha Wynette Cannon 1-089636
 Colvin, Patsy Jean Hall. 2-039843
 Cook, Melanie M. LPN Endorsement Applicant
 Cowfer, Deborah L. Sankey 1-092059
 Davis, Rosie Lee LPN Exam Applicant
 Davis, Susan A. Callahan 1-087415
 Deal, Michael Paul 2-047634
 Dickinson, Hazel 1-060330; CRNP
 Dunston, Patricia Lynne Payne 1-095648; 2-040248
 Evans, Linda Diane Kirkland. 2-038892
 Gaskey, Deborah Denise Grambling 1-079386
 Harbison, Karen Lynn Rogers 2-048301
 Harris, Debra Montrice Hurst 2-046136
 Heath, Jacqueline L. Weatherspoon 2-043667
 Homan, Margaret Ann Lester. 2-039108
 Ikard, Melissa Ann Dunn. 1-091442
 Jackson, Yolada Evett 2-046809
 Keeton, Martha Ann Hodgson. 1-078485; CRNP
 Kroner, Amy Renee McLeod 1-082699
 Lackovic, Rene' Marie 2-034484
 Long, Debra Anne Wallace LPN Endorsement Applicant

Meredith, Thomas Earl 1-074363
 Missildine, Pamela Sue Allen. 2-034901
 Negron, Dustalene Lenea Connell. 2-047678
 Nelson Jr., Donald Eugene. 1-093361
 Parker, Susan Balyn West. 1-042347
 Parks, Tina Louise Davis 2-047405
 Prevo, Dorothy L. Reynolds. 2-007292
 Richards, Kathleen Neal 1-041544; CRNA
 Ryans, Mary Virginia 2-039568
 Scott, Camellia E. Whitaker. 2-007866
 Sharpe, Georgia A. Griffith 2-017373
 Shauver, Belinda Carole. 1-098214, CRNA
 Smith, Kristie Rene. 2-053909
 Stovall, Cytonya Shanthaw 2-051781
 Sutphin, Wanda Faye Dean 1-037616 CRNP
 Tolliver, Debra Ann Taylor. 1-100561; 2-024851
 Turner, Edward. 1-084716
 Waddy, Antoinette Morton. 2-012717
 Waite, Donna R. Weaver 2-049579
 West, Brandy Kay. 2-048707
 White, Francheska Regina Agee 2-038468
 Wilson, Shannon Denise Hardy. 2-047605
 Woods, Paula Deneice Hopkins LPN Endorsement Applicant
 Wright, Miriam Sommers 1-097638

Public Reprimand

Anderton, Brandy Shae Crawford LPN Exam Applicant
 Gragg, Angela G. Mitchell. LPN Endorsement Applicant
 Hall, Sharen Letitia LPN Exam Applicant
 Kirk, Benny Franklin LPN Exam Applicant
 Lane, Lakeyisha Denise Brooks . . . LPN Exam Applicant
 Lynch, Shawn Kenisha King. RN Exam Applicant
 Maddox, Chrystal Shonte RN Exam Applicant
 Simpson, Lacy Lane Randolph. RN Exam Applicant
 Taylor, Kimberly De'Nita LPN Exam Applicant
 Ward, Stephanie Michelle Palmer . LPN Exam Applicant

Examination Denied

Franklin, Lawanda Williams. RN Exam Applicant
Payton, William Lewis LPN Exam Applicant

Reinstatement on Probation, Fine

Rainer, Judith Lee. 1-079116
Sherrill, Sharon Elizabeth Purkey 1-055677
Spruiell, David Robert 1-070267, CRNA
Williams, Bethany Marie 1-077923

Reinstatement Denied

Cleckler, Archie Jesse 1-026854
Kelly, Cory Clyde 1-072221

Lapsed By Board

Brown, Lillie Francis Cromartie 1-041795
Cooper, Joanne Marie. 2-039912
Greene, Misty Lee. 2-051987
Hughes, Terry Wayne. 1-053703

Reinstatement of Lapsed License Denied

Oliver, Barbara Michele Clark 2-044930

Endorsement Application Denied

Hunter, Russia Tyese. LPN Endorsement Applicant

Rehearing Denied

Hubbard, Russelle Louis 1-073802

FY 2004 COMPLAINTS

Complaint Category	Advanced Practice	RN	LPN	Total
Abandonment	0	6	2	8
Arrest/Conviction	2	14	33	49
Bad Check	0	1	2	3
CE Violations	0	3	10	13
Discipline/Pending Action Any State	1	32	7	40
Fraud/Deceit	0	8	22	30
Illegal Practice	9	10	31	50
Mental Disorder	2	8	0	10
Patient Abuse	0	22	67	89
Physical Impairment	0	1	0	1
Practicing Beyond Scope	4	13	8	25
Probation Violation	1	31	39	71
Sexual Misconduct	0	2	3	5
Substance Abuse	11	182	81	274
Substandard Nursing Practice	6	67	80	153
Unprofessional Conduct	1	14	10	25
Violation of VDAP Contract	2	61	13	76
TOTALS	39	476	408	923

Complaint Source	Advanced Practice	RN	LPN	Total
ABN Staff Initiated	8	119	108	235
Anonymous Written Complaint	5	25	13	43
Consumer	0	6	5	11
Employer-Coworker Report	10	113	110	233
Endorsement Application	0	9	2	11
Exam Application	0	11	18	29
Insurance Company	0	1	1	2
Law Enforcement	0	2	2	4
Other Agency	2	55	93	150
Patient/Family Report	5	12	6	23
Physician/Dentist Report	0	1	0	1
Reinstatement Application	1	15	7	23
Renewal Application	0	0	7	7
Self Report	8	107	36	151
TOTALS	39	476	408	923

The total number of complaints in these two tables are based on the initial complaint received by the Board. The numbers in the subsequent tables do not reflect these same numbers as a complaint received, and counted, in FY 2004 may not be resolved within the same fiscal year it is received. Subsequent tables reflect disciplinary actions taken in FY 2004 regardless of when the complaint was received. The majority of disciplinary cases are resolved within six months of receipt of the complaint.

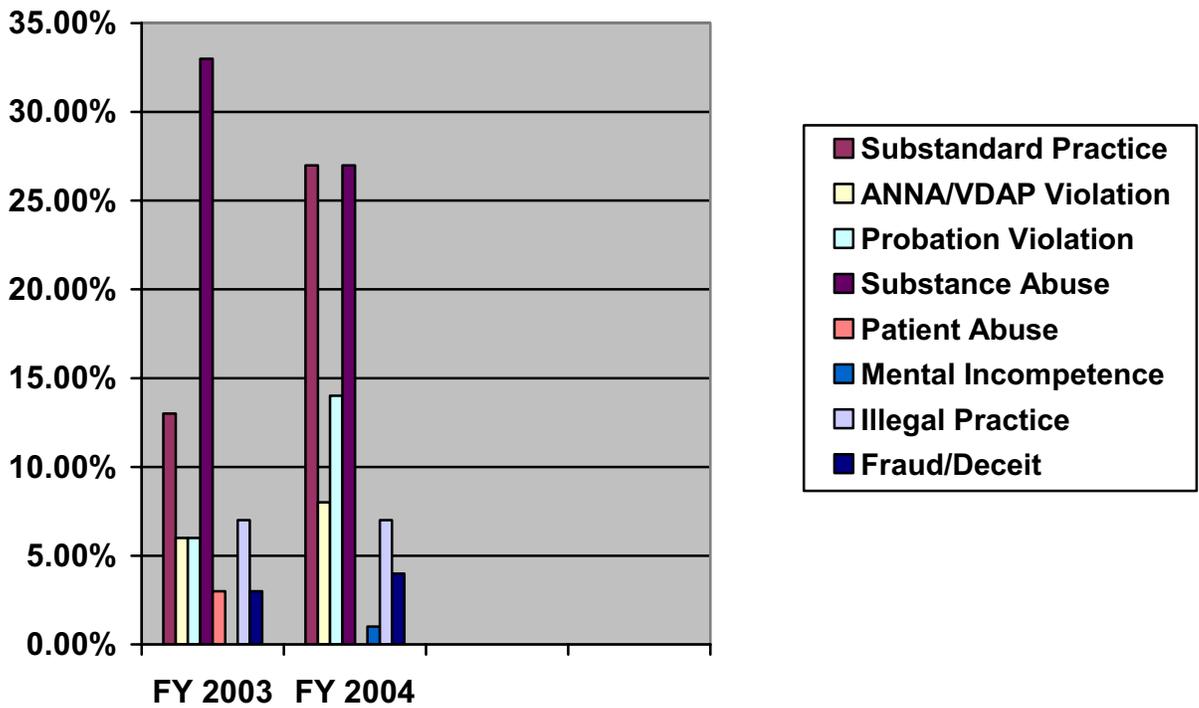
FY 2004 LEGAL ACTIVITIES	
COMPLAINTS	TOTALS
Letters Of Closure	147
Letters Of Admonishment	122
Formal Hearings	70
Consent Orders	270
Voluntary Surrenders	<u>99</u>
Disciplinary Actions (TOTALS)	439
Reinstatements – Approved*	6
Reinstatements – Denied* (Revoked and Lapsed licenses)	3
Applicants – Disciplined*	31
Probation Monitoring*	203
Voluntary Disciplinary Alternative Program (VDAP)**	225

FY 2004 ASSIGNED VIOLATIONS		
Assigned Violation	Voluntary Surrender	Informal/Formal Hearing
Arrest/Conviction-Drug		6
Arrest/Conviction-Non Drug		20
CE Violation	1	1
Fraud/Deceit		16
Illegal Practice		33
Mental Incompetence	2	2
Other Jurisdiction-Drug	2	6
Other Jurisdiction-Non Drug	1	5
Patient Abuse		2
Probation Violation	22	39
Sexual Misconduct	1	2
Substance Abuse	34	86
VDAP Violation	23	14
Substandard Practice	13	105
Bad Check		3
TOTALS		340

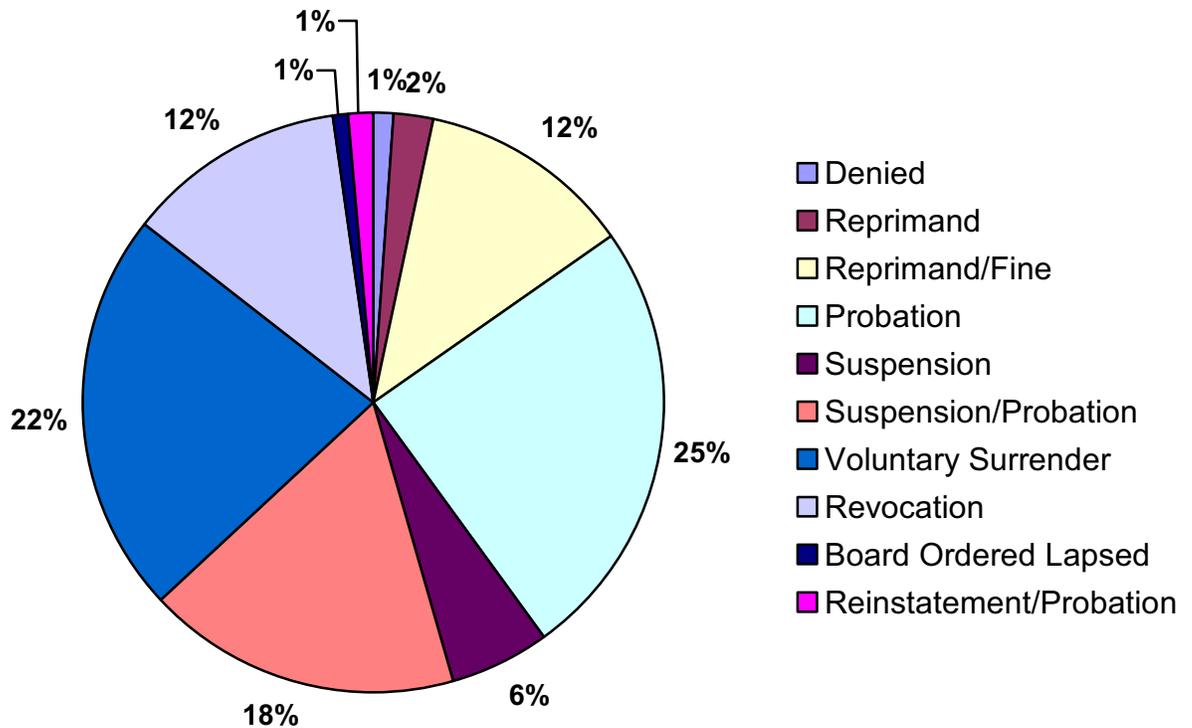
FY 2004 TOTAL DISCIPLINARY ACTIONS

FINAL DISPOSITION	TOTALS
Board Ordered Lapsed (Cleared)	4
Denied (Reinstatement of lapsed license and revoked license, endorsement and exam application)	5
Probation	108
Reinstatement (No Sanctions)	
Reinstatement Followed By Probation	6
Reprimand	10
Reprimand With Fine	52
Revocation	53
Suspension	25
Suspension Followed By Probation	77
Voluntary Surrender	99
TOTAL	439

Common Disciplinary Actions by Assigned Violation (Voluntary Surrender, Informal and Formal Hearing)



FY 2004 Total Disciplinary Actions



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