

A photograph of a young woman with brown hair tied back, smiling warmly at the camera. She is wearing blue V-neck scrubs and has a red lanyard with a badge around her neck. She is standing in a brightly lit hospital hallway with a white handrail and a blue door frame visible in the background.

OREGON BOARD OF NURSING  
**SENTINEL**

[ VO.28 • NO.4 • DEC 2009 ]

**PANDEMIC STAFFING**  
*Can Nursing Students Help?*

**RECOGNIZING  
IMPAIRMENT**  
*Early Discovery Can  
Improve Outcomes*

What you are meant to do  
meets where you are meant to be.



**Providence is calling.**

**We're looking for  
experienced nurses  
to answer the call.**

If you believe nursing is a calling, we believe you belong here. Guided by the core values of respect, compassion, justice, excellence and stewardship, Providence's 150 year-old legacy means an unparalleled commitment to our patients and our employees.

Join us and experience the teamwork, mentorship, and personal and professional rewards that only our Mission-driven focus can deliver. Opportunities are available in the Portland Metro area, Hood River, Medford, Mount Angel, Newberg, and Seaside.

Answer the call. [www.providenceiscalling.org](http://www.providenceiscalling.org)

Or call (503) 215-5770 for more information.

Providence Health & Services is an equal opportunity employer.

**Oregon State Board of Nursing**  
 17938 SW Upper Boones Ferry Road  
 Portland, OR 97224-7012

**Phone:** 971-673-0685  
**Fax:** 971-673-0684

[www.oregon.gov/OSBN](http://www.oregon.gov/OSBN)

**Office Hours:**  
 Monday - Friday  
 8:00 a.m. - 4:30 p.m.

**Board Members:**  
 James McDonald, RN, FNP  
*President*

Julia Willis, LPN  
*Secretary*

Kay Carnegie, RN

Claudia Coon, LPN

Cheryl Cosgrove, RN

Patricia Markesino, RN

Linda Mill, RN

Rebecca Uherbelau  
*Public Member*

Amy Williamson  
*Public Member*

Holly Mercer, JD, RN  
*Executive Director*

Barbara Holtry  
*Communications Manager*  
*Editor of the Sentinel*

Advertisements contained herein are not necessarily endorsed by the Oregon Board of Nursing. The publisher reserves the right to accept or reject advertisements for this publication.

# SENTINEL

[ VO.28 - NO.4 - DEC 2009 ]



## table of CONTENTS

- 4 2009 Board Members
- 6 2009 Board Meeting Dates
- 19 Board Disciplinary Action

Office Closures .....	4
Stay Up-to-Date with the OSBN Advanced Practice List-Serv .....	6
In the Wake of Wallet Cards, Employers Must Verify Licenses Online .....	7
Pandemic Staffing: Can Nursing Students Help? .....	9
Recognizing Impairment in the Nursing Profession .....	10
Advanced Practice Nursing: The Four Roles and Titling .....	14
Your Board in Action.....	16
OSBN-Approved Oregon Nursing Programs .....	17

**CREATED BY:**  
 Publishing Concepts, Inc.  
**Virginia Robertson, Publisher**  
 vrobertson@pcipublishing.com  
 14109 Taylor Loop Road  
 Little Rock, AR 72223



**FOR ADVERTISING INFORMATION:**  
**Victor Horne**  
 vhorne@pcipublishing.com  
**501.221.9986** or  
**800.561.4686**  
[www.thinkaboutitnursing.com](http://www.thinkaboutitnursing.com)

# OSBN BOARD MEMBERS

**JAMES McDONALD, RN, FNP, BOARD PRESIDENT**

**Terms: 4/12/04 - 12/31/06, 1/1/07- 12/31/09**

Mr. McDonald is a Family Nurse Practitioner with the Multnomah County Health Department HIV Health Services Center and the Kaiser Health Plan Emergi-Center. He received his Bachelor of Science degree from the University of Oregon School of Nursing (now OHSU), in Eugene, and his Master of Science degree in Community Health Nursing from Arizona State University in Tempe, Ariz.

**JULIA WILLIS, LPN, BOARD SECRETARY**

**Term: 3/21/07 - 12/31/09 (eligible for reappointment)**

Ms. Willis is the Health Services Specialist for Quail Run Assisted Living in Albany, Ore., and is one of two Licensed Practical Nurses on the Board. She received her Practical Nurse certificate from Emily Griffith Opportunity School in Denver, Colo.

**KAY CARNEGIE, RN**

**Term: 1/1/09 - 12/31/11 (eligible for reappointment)**

Ms. Carnegie is currently the Associate Dean of Health Sciences at Chemeketa Community College. She received her BSN from Illinois Wesleyan University, in Bloomington, Ill., and her master's degree from the University of Portland in Portland, Ore. She serves in the Nurse Educator position on the Board.

**CHERYL COSGROVE, RN**

**Terms: 3/16/09 - 12/31/11 (eligible for reappointment)**

Ms. Cosgrove is a staff nurse at Grande Ronde Hospital in La Grande and has more than 30 years of nursing experience. She received her Associate Degree in Nursing from Evergreen Valley College in San Jose, Calif., and her Bachelor of Science in Nursing and Master of Nursing degrees from OHSU in Portland, Ore. She is one of two direct-patient care RNs on the Board.

**CLAUDIA COON, LPN**

**Term: 3/21/07 - 12/31/09 (eligible for reappointment)**

Ms. Coon is the nurse for a Special Education Life Skills class in the Multnomah Education Service District in Portland, Ore., and is one of two Licensed Practical Nurses on the Board. She received her Practical Nurse diploma from Boise State University in Boise, Idaho.

**PATRICIA MARKESINO, RN**

**Terms: 1/23/06 - 12/31/08, 1/1/09 - 12/31/11**

Ms. Markesino is the Director for Quality Improvement for Willamette Falls Hospital in Oregon City, Ore. She received her Bachelor of Science in Nursing from Wayne State University in Detroit, Mich., and her Master of Business Administration from the University of Portland, Portland, Ore. She serves in the Nurse Administrator position on the Board.

**LINDA MILL, RN**

**Term: 1/1/09 - 12/31/11 (eligible for reappointment)**

Ms. Mill is a staff nurse in at Bay Area Hospital in Coos Bay and has more than 20 years of nursing experience. She received her Associate Degree in Nursing from Southwestern Oregon Community College in Coos Bay, Ore. Ms. Mill is one of two direct-patient care RNs on the Board.

**REBECCA UHERBELAU, PUBLIC MEMBER**

**Term: 1/1/07- 12/31/09 (eligible for reappointment)**

Ms. Uherbelau is one of two public members on the Board. Ms. Uherbelau is the Communications Consultant for the Oregon Education Association. She resides in Portland.

**AMOY WILLIAMSON, PUBLIC MEMBER**

**Terms: 1/1/04 - 12/31/06, 1/1/07- 12/31/09**

Ms. Williamson is one of two public members on the Board. She received her associate's degree from New York City Community College in Brooklyn, N.Y., and her bachelor's degree in Business Administration from Portland State University, Portland, Ore.

## OFFICE CLOSURES

The current recession has reduced state revenues and has forced the Legislature to make deep cuts in agency budgets. Coping with these cuts requires closing most state offices and facilities, including the Board of Nursing, on the days listed. State workers affected by the closures will take unpaid furloughs on those days. We apologize for any inconvenience these closures might cause, and we look forward to restoration of a full work schedule for all state agencies when the economy improves.

Most agencies and programs will be closed on specific days during the biennium.

### STATE FURLOUGH DATES

**2009**

Friday, November 27, 2009

**2010**

Friday, March 19, 2010

Friday, June 18, 2010

Friday, September 17, 2010

Friday, April 16, 2010

Friday, August 20, 2010

Friday, November 26, 2010

**2011**

Friday, March 18, 2011

Friday, May 20, 2011

*The designated closure days will not affect the Oregon University System, state courts or the legislative branch of government.*

# I recognize my strengths AND THOSE OF OTHERS

I'm true to myself. Recognize all the things I have to offer. And appreciate what others can teach me. At Kaiser Permanente, I am valued for who I am and the uniqueness I bring to the team. Here, my colleagues and I enhance our strengths and learn from our differences.



WE ARE HIRING RNS WITH CRITICAL CARE EXPERIENCE

## CRITICAL CARE RNS — COME JOIN OUR TEAM

Kaiser Permanente Northwest is actively recruiting to fill Critical Care RN positions at our newly expanded Sunnyside Medical Center. Our expansion includes a new 20-bed CVICU, a 40-bed ED, and a 20-bed MSICU.

We have these positions available for RNs with experience in the CVICU, MSICU, Cath Lab, and ED:

- ➔ **ED RNs** – Requires a minimum of one year of recent ED experience.
- ➔ **CVICU RNs** – Requires 12 months of recent open heart recovery experience. **Sign-on bonus available** for full-time night shift (dependent on experience).
- ➔ **MSICU RNs** – Requires a minimum of one year of recent ICU experience.
- ➔ **CATH LAB RNs** – Requires one year of recent cardiac cath lab experience and two years of recent ICU experience. **\$5,000 sign-on bonus available.**

Relocation assistance may be available.

## CONTACT US

For more information, please contact Marian Watkins, RN, at (503) 571-2089, or [Marian.E.Watkins@kp.org](mailto:Marian.E.Watkins@kp.org), or Marian Granger at (503) 571-2090 or [Marian.L.Granger@kp.org](mailto:Marian.L.Granger@kp.org). Please visit [jobs.kp.org](http://jobs.kp.org) for complete qualifications and job submission details. Individuals who are bilingual or have multicultural or diverse patient population experience are encouraged to apply.

[jobs.kp.org](http://jobs.kp.org)

## CONTACT A CRITICAL CARE RN RECRUITER

For more information about our Critical Care RN positions, please contact:

Marian Watkins, RN  
RN Recruiter  
(503) 571-2089  
[Marian.E.Watkins@kp.org](mailto:Marian.E.Watkins@kp.org)

or

Marian Granger  
RN Recruiter  
(503) 571-2090  
[Marian.L.Granger@kp.org](mailto:Marian.L.Granger@kp.org)

# UPCOMING OSBN BOARD MEETING DATES

Wednesday	11/18/2009	9:00 a.m.	OSBN Board Meeting--Day 1
Thursday	11/19/2009	9:00 a.m.	OSBN Board Meeting--Day 2
Wednesday	01/13/2010	5:00 p.m.	OSBN Board Meeting, via Teleconference
Wednesday	02/10/2010	9:00 a.m.	OSBN Board Meeting--Day 1
Thursday	02/11/2010	9:00 a.m.	OSBN Board Meeting--Day 2
Wednesday	03/10/2010	5:00 p.m.	OSBN Board Meeting, via Teleconference
Wednesday	04/14/2010	9:00 a.m.	OSBN Board Meeting--Day 1
Thursday	04/15/2010	9:00 a.m.	OSBN Board Meeting--Day 2
Wednesday	05/12/2010	5:00 p.m.	OSBN Board Meeting, via Teleconference
Wednesday	06/16/2010	9:00 a.m.	OSBN Board Meeting--Day 1
Thursday	06/17/2010	9:00 a.m.	OSBN Board Meeting--Day 2
Wednesday	07/14/2010	5:00 p.m.	OSBN Board Meeting, via Teleconference
Wednesday	08/18/2010	5:00 p.m.	OSBN Board Meeting, via Teleconference
Wednesday	09/15/2010	9:00 a.m.	OSBN Board Meeting--Day 1
Thursday	09/16/2010	9:00 a.m.	OSBN Board Meeting--Day 2
Wednesday	10/13/2010	5:00 p.m.	OSBN Board Meeting, via Teleconference
Wednesday	11/17/2010	9:00 a.m.	OSBN Board Meeting--Day 1
Thursday	11/18/2010	9:00 a.m.	OSBN Board Meeting--Day 2

*All meetings are located at the OSBN Conference Room, 17938 SW Upper Boones Ferry Road, Portland.*

## Stay Up-to-Date with the OSBN Advanced Practice List-Serv

Visit the OSBN Web site at [www.oregon.gov/OSBN](http://www.oregon.gov/OSBN) and click to join the Advanced Practice List-Serv to stay informed about the latest regulatory news for NPs, CRNAs and CNSs.



## ADDRESS CHANGE

Please notify the Board of your address change by completing the form below and submitting it to the Board office.

You may either mail the form to the Board of Nursing, 17938 SW Upper Boones Ferry Road, Portland, OR 97224, or fax it to 971-673-0684.

License or Certificate Number \_\_\_\_\_

Name \_\_\_\_\_  
FIRST MIDDLE LAST

New Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_



# In the Wake of Wallet Cards, Employers Must Verify Licenses Online



As reported in previous issues of *Sentinel*, the Oregon Board of Nursing will cease issuing plastic license cards on Dec. 31, 2009. As of Jan. 1, 2010, employers will need to verify a nurse or nursing assistant's license status through the Board's online license verification system, or the National Council for State Boards of Nursing (NCSBN) Nursys® system.

Although license cards have historically been perceived as "proof" of a licensee's eligibility to practice nursing or perform nursing assistant duties, the fact is that wallet cards are subject to fraud, loss and theft. Additionally, there is an assumption that the card carrier's license status is current as it reads on

the card. In fact, the information could be up to two years old. This puts the public at risk, and puts employers at risk for civil penalties and other sanctions (if they employ someone without a current Oregon license). Several other states, such as New Hampshire and North Carolina, have already eliminated license cards.

## OSBN ONLINE VERIFICATION

All Oregon nursing and nursing assistant licenses can be verified through the Board's website: [www.oregon.gov/osbn](http://www.oregon.gov/osbn) and click on "License Verification." Licensees can be searched by name, city, or license number or type, free of charge.

*continued on the next page*



## Nursing From a Different View

Whether you are ready for a new challenge in nursing or are just beginning your career, consider joining the critical care or perioperative teams at Oregon Health and Science University. At OHSU, you'll be a part of the state's only academic medical center, where healing, teaching and discovery come together to treat some of Oregon's most complex patients. No other place in Oregon makes so many health care discoveries, provides such a wide range of leading-edge care, or attracts so many of the world's best minds. Join us.

### Opportunities now available at OHSU for:

- Trauma ICU Nurse Manager
- Critical Care Registered Nurses
  - Trauma ICU, Cardiac Surgical ICU, Neurosciences ICU
  - Critical Care Specialty Float Pool
- Perioperative Registered Nurses
- Critical Care and Perioperative Internships

OHSU offers the opportunity to work within a professional practice environment while learning and advancing with nursing's finest. For more information on our competitive compensation and benefits package, visit [www.ohsu.edu/hr](http://www.ohsu.edu/hr) or call Jodi Cox at 503 494-7989.

OHSU is an Equal Employment Opportunity employer.



## LICENSE VERIFICATION OPTIONS

Once the search results appear, users can click on the desired name to view an easily printable PDF file bearing: the licensee's name, license number, when the license was issued or last renewed, when it expires, and whether the license has ever been disciplined.

This winter, the Board will conduct a pilot project of a new auto-verification subscription service as part of its newly enhanced online services system. The Board will work with major nursing employers to test the electronic system that will provide daily, weekly or monthly notifications of the current license status for all the nurses and nursing assistants for a particular employer. The goal is to provide an easy-to-use, low-cost subscription service that automatically notifies an employer when a change occurs to one of their employees'

license statuses, including any current discipline, and when licensees are due to renew. To inquire about the pilot project, contact OSBN Communications Manager Barbara Holtry at 971-673-0658.

### NURSYS® FOR EMPLOYERS AND THE PUBLIC

At this time, the NCSBN's online verification system, Nursys® ([www.nursys.com](http://www.nursys.com)), only verifies RN and LPN licenses. The *nursys.com* Web site contains data obtained directly from the licensure systems of boards of nursing across the country through frequent, secured updates.

Employers and the public can verify licenses and receive a report, free of charge, which contains the name, jurisdiction, license type, license number, license status, expiration date

and any discipline against the license of the nurse being verified.

### NURSYS® FOR NURSES

When a nurse applies for licensure by endorsement into a state, verification of existing or previously held licenses may be required. A nurse can use Nursys.com to request verification of licensure from a Nursys® licensure participating board. A list of licensure participating nursing boards can be found at *nursys.com*.

Verifications can be processed by completing the online Nursys verification procedure. The fee for this service is \$30 per license type for each state board of nursing where the nurse is applying. Nursys® license verification is sent to the endorsing board immediately. For more information, please visit [www.nursys.com](http://www.nursys.com), e-mail [nursys@ncsbn.org](mailto:nursys@ncsbn.org), or call 312.525.3780.



### RNs, LPNs, CNAs, CNA 2 (Hourly)

Looking for a change? Your future begins now! Assured Medical Staffing is seeking qualified professionals to join our winning team! 2 years of current experience for Hospital staff, one year of current experience for other facilities. Highly competitive pay rates, flexible schedules and amazing benefits! Joint Commission Certified.

Contact Val Tomlinson at 503-241-0099 or 800-207-0263, email [staffing@assured.org](mailto:staffing@assured.org), fax resumes to 503-295-1895 or apply online at [www.lhcgroup.com](http://www.lhcgroup.com).

Visit our Career Center at [www.lhcgroup.com](http://www.lhcgroup.com)

Equal Opportunity Employer  
Pre Employment Drug Screen Required



## Start Your Caring Career Today!



Prestige Care operates on our core values of *Respect, Integrity, Commitment* and *Trust* and has provided the finest Senior Care for over four generations. We are looking for compassionate and dedicated individuals to join our Legacy of Caring. We have several locations and opportunities available. EEO/AA

Apply Online at: [www.PrestigeCare.com/careers](http://www.PrestigeCare.com/careers)

By OSBN Nursing Education Consultant Joy Ingwerson, RN, MSN

## PANDEMIC STAFFING: CAN NURSING STUDENTS HELP?

Many individuals and groups have worked diligently during the last few months in Oregon and across the nation to develop comprehensive plans for coverage in healthcare facilities in the event of staffing shortages during a pandemic. With the spread of a disease, such as the H1N1 flu virus, nurses providing direct care also will be affected and will be unable to work as scheduled. Many questions have come up related to the role that student nurses could play in times of staffing shortages. There are ways student nurses could assist, but there are limitations since they are still students and not yet licensed.

It is possible for a nursing program to place students in alternative clinical rotations during a crisis. Students might be placed in an Emergency Department to assist with triage of clients with certain symptoms under the direction of their faculty member. Students could be assigned to provide immunizations as clinical time, again under the direction of their faculty member. Nursing programs could work with their clinical partners to re-assign students to clients on units experiencing staffing shortages to help meet care needs. Although nursing students cannot take full responsibility for all client care needs, they do provide direct care when in their clinical rotations and can provide additional needed “hands” during a time of acute shortage. All these options still require the faculty member to direct the experiences and maintenance of the appropriate faculty-student ratio.

If acute staffing shortages occurred in a facility where multiple nursing students were assigned to precepted clinical experiences, a program could alter the clinical rotation type and bring the students back together as a



**Although nursing students cannot take full responsibility for all client care needs, they do provide direct care when in their clinical rotations and can provide additional needed “hands” during a time of acute shortage.**

group. The clinical experience would then be under the direct supervision of the faculty member. Many nursing programs involve students in providing immunizations as part of their clinical

time. Continuing this practice or finding opportunities for students to provide vaccines in flu clinics could be of assistance in healthcare facilities that are working hard to get priority populations vaccinated.

It is important to note that when the state is functioning under a declared state of emergency, the Governor has

the right to authorize many activities that prevent the spread of disease or promote containment. Specifically, under Oregon Revised Statute (ORS) 433.441, the Governor can “take any other action that may be necessary for the management of resources, or to protect the public during a public health emergency, including any actions authorized under ORS 401.065, 401.074, 401.085 and 401.095.” In this case, the Oregon Board of Nursing would look at additional ways students might be utilized in the healthcare work force beyond what current rules allow.

By Nurse Monitoring Program Coordinator *Elizabeth DeLong, LCSW*

## RECOGNIZING IMPAIRMENT IN THE NURSING PROFESSION

The National Council of State Boards of Nursing (NCSBN) estimates that 16 percent of nurses suffer from addiction to alcohol and/or other drugs, and 6 to 8 percent of nurses are affected by substance use to the point that their job performance is impaired.

Nursing is a stressful profession, where the decisions that are made can be critical to the welfare of a patient. Substance abuse among health care professionals has the added risk for the patient who is receiving care from someone who might be under the influence of a mood-altering chemical.

Recognizing impaired practice in a nurse can be difficult. Differentiating between signs of impairment and stress-related behavior is challenging. When these signs and symptoms are witnessed in isolation, this might be indicative of stress, while patterns (or a single serious event) should be seen as a possible indicator of impairment. The NCSBN lists the following as indicators of potential substance abuse:

### WARNING SIGNS

#### APPEARANCE

- Overall change in appearance.
- Red eyes.
- Poor hygiene.
- Flushed face.
- Odor of alcohol or cover-ups (sprays, mouthwash, etc).
- Always wearing long sleeves.
- Pupils may be constricted or dilated.
- Change in weight.
- Head nodding/drowsiness.
- Slowed gait.
- Slurred speech/rapid speech.

#### JOB PERFORMANCE

- Mistakes made due to inattention, poor judgment and bad decisions.
- Documentation problems; poorly written notes.
- Increase in complaints from patients and families.
- Not meeting deadlines.
- Frequent breaks and trips to bathroom, lounge, etc.
- Sleeping on the job.
- Absenteeism that may be more pronounced following scheduled days off.
- Frequent bathroom trips.
- Absences from unit for extended periods of time.
- Unexplained illnesses.
- Arriving late or leaving early.
- Requests to work evenings/nights/weekends.
- Frequently requests to work extra shifts.
- Problems with concentration/focus.
- Confusion/memory problems.

#### MEDICATION DISCREPANCIES CAN INCLUDE:

- Always using the maximum amount of pain medication.
- Always using the minimum frequency of medication administration.
- Wasting drugs.
- Excessive breakage of narcotics vials/ampules.

- Medication discrepancies.
- Volunteering to give medications for other nurses' patients.
- Unusual interest in pain control medications.

#### BEHAVIORAL CHANGES OR CHANGES IN APPEARANCE MAY INCLUDE:

- Subtle changes in appearance and/or behaviors that escalate in severity over time.
- Decreasing competence in patient care.
- Character changes from quiet to talkative and gregarious or, the reverse, from extroverted to withdrawn and isolated.
- Becoming short or responding inappropriately to situations that may have been handled calmly in the past.
- Mood swings.
- Social isolation.
- Interpersonal conflict with coworkers.
- Frequent illnesses or physical complaints.
- Inappropriate anger.
- Hyperactive or over-sedated.

Any of these warning signs can happen occasionally and may not be drug-related behaviors. However, if the warning signs persist, or if there is a pattern of warning signs, this is an indication that the situation ought to be examined more carefully.

Reporting one's colleague to the Board of Nursing or a unit supervisor can be very difficult. However, experts (NCSBN, 2002) agree that the earlier a problem is recognized, the better the



DIFFERENTIATING BETWEEN SIGNS OF IMPAIRMENT AND STRESS-RELATED BEHAVIOR IS CHALLENGING. WHEN THESE SIGNS AND SYMPTOMS ARE WITNESSED IN ISOLATION, THIS MIGHT BE INDICATIVE OF STRESS, WHILE PATTERNS (OR A SINGLE SERIOUS EVENT) SHOULD BE SEEN AS A POSSIBLE INDICATOR OF IMPAIRMENT.

chances for rehabilitation and retention. Escalating impairment leads to impaired cognitive functioning and memory, diminished alertness, altered motor skills, impaired judgment, difficulty making decisions and an inability to cope with stressful situations.

Many states have an alternative to discipline program for nurses that have issues with drugs and/or alcohol. Oregon's Nurse Monitoring Program (NMP) is a confidential, five-year program that allows the nurse to continue to practice while being closely monitored to protect patient safety. A nurse may enter the NMP with the Board of Nursing's approval through the investigations process or by self-referral. If the Board approves a nurse's entry into the NMP, the investigative case will be closed without discipline. (If, at some point, the nurse fails to comply with the terms of the NMP or violates the Nurse Practice Act in some other way, she/he will be referred for investigation.)

Due to legislation passed during the 2009 Legislative Session, the Board will transfer the NMP to a new impaired professional program, to be managed through the Department of Human Services. As of July 1, 2010, this new program will be the only option for Oregon health care boards to offer their licensees as an alternative-to-discipline monitoring program. OSBN Executive Director Holly Mercer is a member of the committee working on transition steps for the new program.

For additional questions about identifying impaired professionals in the workplace, please contact Linda Fisher-Lewis, OSBN Investigations Manager, at 971-673-0648. To report a concern about a nurse, contact Maria Parish, OSBN Complaint Intake Coordinator, at 971-673-0678.

Teaching the nurses of tomorrow is...

"stimulating"...

"my passion"...

"incomparable"...

If you want to know more about making a difference through a career in nursing education, visit us online at:  
[www.nursesource.org](http://www.nursesource.org)

**NURSES**  
for a Healthier Tomorrow

Nursing. It's Real. It's Life.

# *Vibra Specialty Hospital is breaking new ground in healthcare in Oregon.*



**The first acute care hospital of its kind in the state,** Vibra has found one of its greatest challenges in educating the medical community about what they do and how they fit in the continuum of healthcare services. As a “specialty” hospital focusing on longer hospital stays for medically complex patients, Vibra is sometimes confused with skilled nursing or rehab facilities. This is largely in part to Vibra’s LTACH designation (long term acute care hospital).

“Long term has most often been thought to be skilled nursing in this part of the country” states Katrina Mullin, Director of Business Development for the hospital, “but we specialize in acutely ill patients with intense medical needs. From our hospital, patients

will progress to a skilled nursing facility, rehab, and on the great days, they go home.”

Vibra Specialty Hospital patients are all referrals from other hospitals in the area. These are patients who will require intense care for weeks rather than days. They often require extended acute hospital care for a matrix of conditions – respiratory disorders, wounds, dialysis, bariatric complications and multiple organ failures. Patients at Vibra receive individualized care with 24 hour physician coverage. Special programs are physician directed for pulmonary, wound care, and nephrology for onsite dialysis for vented patients as well as complex bariatric wound patients.

LTAC Hospitals are prominent in many areas of the country but are new to the majority of the Northwest. They address the needs of a small, but growing, patient population who cannot be as effectively treated in the conventional health care setting.

M. Zafar Khan, M.D., Medical Director for the hospital, is emphatic about the future of this unique venture in Oregon. **“LTAC is growing, and the hospitals are just starting**

VISIONARY

INNOVATIVE

BO

**to understand it. Because we specialize in LTAC, we are filling an important need in the tri-state area.”** Dr. Khan, a board certified Internal Medicine physician, completed two residencies: Internal Medicine at Legacy Health System and Family Medicine at the University of Wisconsin Madison program. The LTAC environment provides him a unique opportunity to apply and continually broaden his medical expertise.

Due to the longer length of stay for Vibra patients, staff develop relationships with patients and their families. Staff are able to do little things for patients and families that sometimes are not possible in a larger organization. The impact staff can have on the environment can be much greater and happen faster.

**“The passion and the compassion that drives each of us to work in healthcare is extremely important here,”** says Steve Kinder, Chief Executive Officer. “We all participate equally in making our patient care environment the best it can be. That is our mission.”

One element to achieving Vibra Specialty Hospital’s mission is to hire staff with not only the right skills and competencies to provide excellence in clinical care, but to possess the right skills to provide excellence in human care. Heidi Levan, Director of Human Resources for the hospital, states “This is about life – about hope – about caring. We ask our

staff to remember that the four walls of that patient’s room becomes their life and our staff are often one of the few touches they have with the outside world. But we believe that the rewards are here – in this kind of caring.”

**Vibra Specialty Hospital is evolving, growing and becoming a vital part of healthcare in the Northwest. The LTAC concept is the next step in an acutely ill patient’s path toward wellness. Our clinical teams are essential to this progress for our patients.**

“Our goal is to provide care that would be nothing less than what you would want for your family member,” states Paula Crespín, Chief Clinical Officer. “We embrace that excellence in clinical practice only comes through commitment to education and the development of our staff. We know that good nurses become great nurses when they have the professional opportunity to grow. Their success provides the passion that leads to our patients healing and recovery.”

**To learn more about this unique, new venture in Portland, visit:**

**[www.vshportland.com](http://www.vshportland.com)**



LD

RESPONSIVE

AMBITIOUS



### CHANGE YOUR QUALITY OF LIFE!!

Experience the difference of working in a patient-centered healthcare environment that personalizes, humanizes and demystifies the care of our patients and their families.

Do you want to work with an exceptional team of caregivers?

*Join Ashland Community Hospital and Experience the Difference!!*

Ashland Community Hospital is a 49-bed acute care hospital located in Southern Oregon's beautiful Rogue Valley. Home of the Oregon Shakespeare Festival, Ashland, a university town, has many cultural opportunities. Experience the recreational adventure of bike paths, Mount Ashland Ski Resort, the Rogue and Klamath Rivers, pristine mountain lakes and coastal recreational opportunities.

#### Current opportunities:

- Surgical Services Director
- RN Medical/Surgical
- RN Same Day Surgery/PACU
- RN Obstetrics
- RN Emergency Department

If this is the position you are looking for, our application is available on our website at [www.ashlandhospital.org](http://www.ashlandhospital.org).

ACH offers a competitive compensation package.

### Ashland Community Hospital Human Resources

280 Maple Street, Ashland, OR 97520  
(541) 201-4006 - phone  
(541) 552-5587 - fax  
[hr@ashlandhospital.org](mailto:hr@ashlandhospital.org)

ACH is a Planetree Affiliate Hospital  
[www.planetree.org](http://www.planetree.org).

Equal Opportunity Employer  
ACH is a Drug Free Workplace

## ADVANCED PRACTICE

By Advanced Practice Consultant Tracy Klein, RN, FNP-BC, FAANP

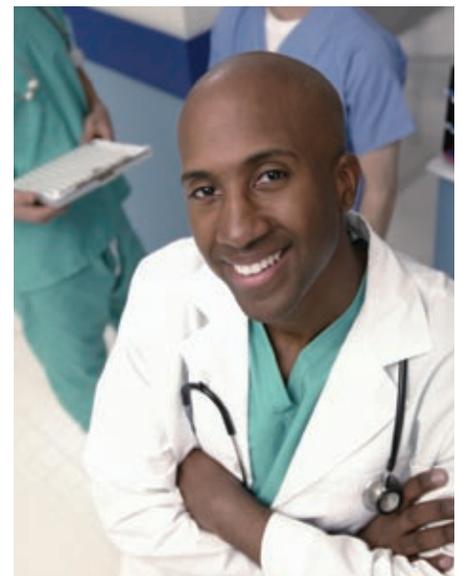
# Advanced Practice Nursing: THE FOUR ROLES AND TITLING

**“Title Protection”** is a term used by health care regulators to mean that only persons qualified and recognized by their authorizing Board may use a designated title as part of their practice. Title protection is generally found in the Oregon Revised Statutes section of the Oregon Nurse Practice Act ([www.oregon.gov/OSBN/pdfs/npa/ORS.pdf](http://www.oregon.gov/OSBN/pdfs/npa/ORS.pdf)). A “title” was designated by the legislature for each of the four advanced practice nursing roles that are recognized by the Board. These titles **must be used by nurses when they practice in this role. Other designations such as honorary titles, degrees, or national certification may be used by nurses in addition to their Board designated and protected title.**

The four roles recognized by the Board as advanced practice nurses in terms of scope, ability to diagnose, and authority to practice at an autonomous level are nurse midwife, nurse anesthetist, nurse practitioner, and Clinical Nurse Specialist. The protected titles in statute are as follows:

- ORS 678.245(2) “Certified Registered Nurse Anesthetist”
- ORS 678.370(2) “Clinical Nurse Specialist”
- ORS 678.375(2) “Nurse Practitioner”

A “nurse midwife” is certified as a “nurse practitioner” in Oregon and is under the same title designation. In 1975, nurse practitioners were the first category recognized by the Board as advanced practice nurses, including nurse midwives. Because the field of practice, education, certification and licensure was still evolving rapidly for this role, the Board further designated in rule the different types of nurse practitioners, which added specific designation to their title and clarified their scope of practice for the public. The majority of these designations are still in rule today (OAR



851-050-0005(9)) and appear on the Board’s licensing verification:

- Acute Care Nurse Practitioner (ACNP)
- Adult Nurse Practitioner (ANP)
- Nurse Midwife Nurse Practitioner (NMNP)
- College Health Nurse Practitioner (CHNP)
- Family Nurse Practitioner (FNP)
- Geriatric Nurse Practitioner (GNP)
- Neonatal Nurse Practitioner (NNP)
- Pediatric Nurse Practitioner (PNP)

- Psychiatric Mental Health Nurse Practitioner (PMHNP)
- Women’s Health Care Nurse Practitioner (WHCNP)

All nurse anesthetists are required to be nationally certified by the Board in order to qualify for recognition. Their title is CRNA or “Certified Registered Nurse Anesthetist.”

The four roles recognized by the Board as advanced practice nurses in terms of scope, ability to diagnose, and authority to practice at an autonomous level are nurse midwife, nurse anesthetist, nurse practitioner, and Clinical Nurse Specialist.

Clinical Nurse Specialists are not required to hold national certification or designate a specialty when they apply for licensure. Further designation may be indicated by use of national certification titles and credentials in addition to the protected title “CNS.”

The recent passage of HB 2610 permits nurses and other health professionals with a doctorate to use the title “doctor” if the person:

- Has earned a doctoral degree in the individual’s field of practice; and
- Is licensed by a health professional regulatory board as defined in ORS 676.160 to practice the particular health care profession in which the individual’s doctoral degree was earned; or
- Is working under a Board-approved residency contract and is practicing under the license of a supervisor who is licensed by a health professional regulatory board as defined in ORS 676.160 to practice the particular health care profession in which the

individual’s doctoral degree was earned.

The 2009 Legislature further directed that: “When an individual uses the title ‘doctor’ on written or printed matter or in connection with advertising, billboards, signs or professional notices, the individual shall designate the health

care profession in which the individual’s doctoral degree was earned. The designation must be in letters or print at least one-fourth the size of the largest letters used in the title ‘doctor,’ and in material, color, type or illumination to give display and legibility of at least one-fourth that of the title ‘doctor.’”

**What is your Morning Commute Like?**

**URGENT CARE FNP – OUTSTANDING OPPORTUNITY**

**GRANDE RONDE HOSPITAL**, located in Northwest Oregon, is seeks an Urgent Care Family Nurse Practitioner to join our outstanding team. We are a financially-strong, non profit, community based, critical access hospital.

Nestled in the Blue Mountains of Oregon adjacent to the Eagle Cap Wilderness area, LaGrande is small but progressive. It is haven to a variety of year-round activities that include hiking, camping, biking, skiing, climbing, fishing, hunting and bird watching.

We offer a competitive salary and benefit package, with relocation assistance available.

*For more information:*  
Call 541-963-1475  
Visit [www.grh.org](http://www.grh.org).

*You may also send your resume to:*  
**Kristi Puckett, SPHR, Personnel Director**  
Grande Ronde Hospital  
PO Box 3290  
La Grande, OR 97850. EOE

**GRANDE RONDE HOSPITAL**

*A current Oregon Nurse Practitioner License with Prescriptive privileges in good standing, and a Masters Degree in Nursing is required. Current certification in ACLS and PALS is required. Good communication and teamwork skills are essential.*

## The Nurse's Dilemma

Having trouble managing your health with a rigorous and hectic schedule?

*I'm Beth Underwood and I can help.*

As a Health Coach with Take Shape For Life - and a RN - I have helped nurses lose weight and feel great.



Take Shape For Life features Medifast meals and the clinically proven Medifast program - recommended by over 20,000 doctors since 1980. You also receive my FREE support as your Health Coach!

Call me at **503-887-2460** or visit [www.underwood.tsfl.com](http://www.underwood.tsfl.com) to learn more.

What do you have to lose?



**JACKSONVILLE**  
UNIVERSITY  
SCHOOL OF NURSING

## You Dreamed of Being a Nurse.

Now Become the Nurse You Dreamed of Being.



**Earn Your RN to BSN Online!**

Ⓢ **RNs: Get 30 Credits Free!**

Call 800-571-4934  
[JacksonvilleU.com/PC](http://JacksonvilleU.com/PC)

One of "America's Best Colleges"  
U.S. News & World Report

© 2009 All Rights Reserved.  
Made Available by University Alliance™ -  
The Nation's Leading Universities Online.  
SC: 191734q1 | MCID: 2742

# YOUR BOARD IN ACTION

*Highlights from the September 2009 Board Meeting*

## RULES ADOPTED

The Board made permanent the temporary rules adopted (OAR 851-002) during the June 2009 meeting regarding increases to certain RN, LPN and CNA fees in accordance with House Bill 5031, which took effect July 1, 2009. It now costs \$145 for RN/LPN license renewals; \$195 for RN/LPN licensure by endorsement; \$160 for RN/LPN licensure by examination or reactivation; and \$60 for CNA renewals.

content into domains and identifies specific skills to be competency-return-demonstrated in the lab and clinical settings. Student ratios also were included. The changes were the result of seven meetings conducted during a six-month period, featuring approximately 85 stakeholders participating at various times.

**Those wishing that the Board review an issue would be required to submit a written request outlining the issue and how it impacts public safety.**

## FIRST READINGS

The Board accepted proposed rule language for OAR 851-002 that would eliminate the fee for producing duplicate wallet cards and add a \$50 biennial fee to the renewal of prescriptive privileges for the newly mandated Prescription Monitoring Program. Both actions were the result of legislation passed during the 2009 Legislative Session.

The Board also accepted proposed rule language that would allow the Board to survey and approve nurse practitioner educational programs in Oregon, and clarify Board requirements concerning advanced practice continuing education. These proposed changes also reflected new legislation that allowed practitioners to prescribe antibiotics to treat certain sexually transmitted diseases for the partners of the practitioner's patient, without requiring a physical examination.

Proposed rule language to change the nursing assistant level-1 curriculum also was accepted by the Board. The proposed language rearranges the

## POLICIES ADOPTED

The Board discussed and initially accepted a new draft policy, procedure and form to establish a consistent method to review issues requested by the public or stakeholders, modeled after a similar effort by the Arizona Board of Nursing. Those wishing that the Board review an issue would be required to submit a written request outlining the issue and how it impacts public safety. Any requests selected for policy creation would be referred to a Nursing Practice Committee for development. The subject will be discussed again during the November 2009 Board Meeting.

## ADMINISTRATION

The Board elected Patricia Markesino, RN, BSN, and Julia Willis, LPN, as the 2010 Board president and secretary, respectively. Their terms of office begin Jan. 1, 2010. Markesino replaces James McDonald, RN, FNP, as president. Willis also served as secretary in 2009.

# Directory of OSBN APPROVED NURSING SCHOOLS

## ASSOCIATE DEGREE PROGRAMS

### Blue Mountain Community College

Web site: [www.bluecc.edu](http://www.bluecc.edu)  
2411 N.W. Cardin  
P.O. Box 100  
Pendleton, OR 97801  
(541) 278-5881

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Central Oregon Community College

Web site: [www.cocc.edu](http://www.cocc.edu)  
2600 N.W. College Way  
Bend, OR 97701  
(541) 383-7540

### Chemeketa Community College

Web site: [www.chemek.cc.or.us](http://www.chemek.cc.or.us)  
4000 Lancaster Drive N.E. or P.O. Box 14007  
Salem, OR 97309  
(503) 399-5058

### Clackamas Community College

Web site: [www.clackamas.edu](http://www.clackamas.edu)  
7738 S.E. Harmony Road  
Milwaukie, OR 97222  
(503) 594-0659

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Clatsop Community College

Web site: [www.clatsopcc.edu](http://www.clatsopcc.edu)  
1653 Jerome  
Astoria, OR 97103  
(503) 338-2436

### Columbia Gorge Community College

Web site: [www.cgcc.cc.or.us](http://www.cgcc.cc.or.us)  
400 East Scenic Drive  
The Dalles, OR 97058  
541-506-6140

### Lane Community College

Web site: [www.lanecc.edu/nursing](http://www.lanecc.edu/nursing)  
4000 E. 30th Ave.  
Eugene, OR 97405  
(541) 463-5618

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Linn-Benton Community College

Web site: [www.linnbenton.edu](http://www.linnbenton.edu)  
6500 S.W. Pacific Blvd.  
Albany, OR 97321  
(541) 917-4520 or (541) 917-4511

### Mt. Hood Community College

Web site: [www.mhcc.cc.or.us](http://www.mhcc.cc.or.us)  
26000 S.E. Stark  
Gresham, OR 97030  
(503) 491-6701

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Oregon Coast Community College

Web site: [www.occc.cc.or.us/programs/nursing/index.html](http://www.occc.cc.or.us/programs/nursing/index.html)  
400 S.E. College Way  
Newport, OR 97366  
(541) 867-8542

### Portland Community College

Web site: [www.pcc.edu](http://www.pcc.edu)  
12000 S.W. 49th or P.O. Box 19000  
Portland, OR 97280  
(503) 977-4205

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Rogue Community College

Web site: <http://learn.roguecc.edu/alliedhealth/nursing/home.htm>  
3345 Redwood Highway  
Grants Pass, OR 97527  
(541) 956-7308

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Southwestern Oregon Community College

Web site: [www.socc.edu](http://www.socc.edu)  
1988 Newmark Ave.  
Coos Bay, OR 97420  
(541) 888-7298

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

### Treasure Valley Community College

Web site: [www.tvcc.cc/Nursing/index.htm](http://www.tvcc.cc/Nursing/index.htm)  
650 College Blvd.  
Ontario, OR 97914  
(541) 881-8822, Ext. 345

### Umpqua Community College

Web site: [www.umpqua.edu](http://www.umpqua.edu)  
1140 College Road, or P.O. Box 967  
Roseburg, OR 97470  
(541) 440-4613

*Accepted students are co-admitted to the OHSU Bachelor of Science in Nursing program.*

## BACCALAUREATE DEGREE PROGRAMS

### Concordia University

Web site: [www.cu-portland.edu/som/nursing/](http://www.cu-portland.edu/som/nursing/)  
2811 N.E. Holman St.  
Portland, OR 97211-6099  
(503) 288-9371

### George Fox University

Web site: <http://www.georgefox.edu/academics/undergrad/departments/nursing/index.html>  
414 N. Meridian St., #6174  
Newberg, OR 97132-2697  
(503) 554-2951

### Linfield-Good Samaritan School of Nursing

Web site: [www.linfield.edu/portland](http://www.linfield.edu/portland)  
2255 N.W. Northrup, Room 304  
Portland, OR 97210-2952  
(503) 413-8480

*Also offers an online RN-to-BSN program.*

### Oregon Health & Science University (OHSU) School of Nursing--Portland

Web site: [www.ohsu.edu/son](http://www.ohsu.edu/son)  
3455 S.W. U.S. Veterans Hospital Road (SN-5S)  
Portland, OR 97239-2941  
Program information: (503) 494-7725, or  
E-mail: [proginfo@ohsu.edu](mailto:proginfo@ohsu.edu)  
*Also offers RN-to-BSN program.*

### OHSU School of Nursing at Eastern Oregon University

Web site: [www.eou.edu/ohsu](http://www.eou.edu/ohsu)  
1 University Blvd.  
LaGrande, OR 97850  
(541) 962-3383  
Program information: (503) 494-7725, or  
E-mail: [proginfo@ohsu.edu](mailto:proginfo@ohsu.edu)

### OHSU School of Nursing at Oregon Institute of Technology

Web site: [www.oit.edu/academic](http://www.oit.edu/academic)  
3201 Campus Drive  
Klamath Falls, OR 97601  
(541) 885-1339  
Program information: (503) 494-7725, or  
E-mail: [proginfo@ohsu.edu](mailto:proginfo@ohsu.edu)

### OHSU School of Nursing at Southern Oregon University

Web site: [www.sou.edu/nursing](http://www.sou.edu/nursing)  
1250 Siskiyou Blvd.  
Ashland, OR 97520  
(541) 552-6226  
Program information: (503) 494-7725, or  
E-mail: [proginfo@ohsu.edu](mailto:proginfo@ohsu.edu)

### OHSU School of Nursing at Western Oregon University

Web site: [www.ohsu.edu/son](http://www.ohsu.edu/son)  
345 N. Monmouth Ave.  
Monmouth, OR 97361  
(503) 494-7725  
Program information: (503) 494-7725, or  
E-mail: [proginfo@ohsu.edu](mailto:proginfo@ohsu.edu)

### University of Portland School of Nursing

Web site: [www.nursing.up.edu](http://www.nursing.up.edu)  
5000 N. Willamette Blvd.  
Portland, OR 97203  
(503) 943-7211

### Walla Walla University School of Nursing

Website: [www.wallawalla.edu/nursing](http://www.wallawalla.edu/nursing)  
10345 S.E. Market St.  
Portland, OR 97216  
(503) 251-6115  
*Also offers RN-to-BSN program.*

## PRACTICAL NURSE PROGRAMS

### Apollo College

Web site: [www.apollo.edu](http://www.apollo.edu)  
2004 Lloyd Center, 3rd Floor  
Portland, OR 97232  
(503) 761-6100

## NURSING SCHOOLS

### Blue Mountain Community College

Web site: [www.bluecucc.edu](http://www.bluecucc.edu)  
2411 N.W. Cardin  
P.O. Box 100  
Pendleton, OR 97801  
(541) 278-5877

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Central Oregon Community College

Web site: [www.coccc.edu](http://www.coccc.edu)  
2600 N.W. College Way  
Bend, OR 97701  
(541) 383-7540

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Chemeketa Community College

Web site: [www.chemek.cc.or.us](http://www.chemek.cc.or.us)  
4000 Lancaster Drive N.E. or  
P.O. Box 14007  
Salem, OR 97309  
(503) 399-5058

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Clatsop Community College

Web site: [www.clatsopcc.edu](http://www.clatsopcc.edu)  
1653 Jerome  
Astoria, OR 97103  
(503) 338-2436

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Columbia Gorge Community College

Web site: [www.cgcc.cc.or.us](http://www.cgcc.cc.or.us)  
400 East Scenic Drive  
The Dalles, OR 97058  
541-506-6140

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Concorde Career Institute

Web site: [www.concorde.edu/programs/practical-nursing.asp](http://www.concorde.edu/programs/practical-nursing.asp)  
1425 NE Irving St., Building 300  
Portland, OR 97232  
(503) 281-4181

### Mt. Hood Community College

Web site: [www.mhcc.cc.or.us](http://www.mhcc.cc.or.us)  
26000 S.E. Stark St.  
Gresham, OR 97030  
(503) 491-6727

### Oregon Coast Community College

Web site: [www.occ.cc.or.us/programs/nursing/index.html](http://www.occ.cc.or.us/programs/nursing/index.html)  
332 S.E. Coast Way  
Newport, OR 97366  
(541) 867-8542

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Pioneer Pacific College, Springfield

3800 Sports Way  
Springfield, OR 97477  
(541) 684-4644

### Pioneer Pacific College, Wilsonville

Web site: [www.pioneerpacific.edu/Nursing.htm](http://www.pioneerpacific.edu/Nursing.htm)  
27375 S.W. Parkway Ave.  
Wilsonville, OR 97070  
(503) 682-1862

### Rogue Community College

Web site: <http://learn.roguecc.edu/alliedhealth/practicalnursing/home.htm>  
202 S. Riverside  
Medford, OR 97501  
(541) 245-7504

### Sumner College

Web site: [www.sumnercollege.edu](http://www.sumnercollege.edu)  
8909 S.W. Barber Blvd., Suite 100  
Portland, OR 97219  
(503) 223-5100

Currently granted "Initial Approval."

### Treasure Valley Community College

Web site: [www.tvcc.cc/Nursing/index.htm](http://www.tvcc.cc/Nursing/index.htm)  
650 College Blvd.  
Ontario, OR 97914  
(541) 881-8822, Ext. 345

Has PN curriculum the first year of Associate Degree in Nursing (ADN) program.

### Valley Medical College

Web site: [www.valleymedicalcollege.com](http://www.valleymedicalcollege.com)  
4707 Silverton Road N.E.  
Salem, OR 97305  
(503) 393-9001

Fifth Annual

## Nursing Continuing Education *Cruise* April 18-25, 2010



Cruise your way to Nursing CE Credits on the Mexican Riviera aboard Carnival's Newest and Biggest ship – *Splendor!*



**Carnival.**  
The Fun Ships.



**Who said Continuing Education can't be fun?** We are changing that forever. Join ThinkAboutItNursing and Poe Travel for a CE Cruise that will cure your overworked blues with some salsa and sun on Carnival's newest, biggest ship-Splendor. While you're touring the Mexican Riviera, you can earn your annual CE credits AND possibly write the trip off on your taxes. How is that for paradise?

Prices for this cruise and conference are based on double occupancy (bring your friend, spouse or significant other please!) and **start as low as \$760 per person** (not including airfare). If you won't be attending the conference, you can deduct \$75. A \$250 non-refundable per-person deposit is required to secure your reservation for the cruise, **BUT please ask us about our Cruise LayAway Plan.**

What a week! We depart from Los Angeles. Your first stop is Puerto Vallarta, Mexico. Our next stop is Mazatlan, then Cabo San Lucas before cruising back to L.A.

**Sunday, Apr 18** – Los Angeles (Long Beach), CA  
**Monday, Apr 19** – Fun Day At Sea  
**Tuesday, Apr 20** – Fun Day At Sea  
**Wednesday, Apr 21** – Puerto Vallarta, Mexico  
**Thursday, Apr 22** – Mazatlan, Mexico  
**Friday, Apr 23** – Cabo San Lucas, Mexico  
**Saturday, Apr 24** – Fun Day At Sea  
**Sunday, Apr 25** – Los Angeles (Long Beach), CA

Presented by thinkaboutitnursing in association with the Arkansas State Board of Nursing

For more information about the cruise and the curriculum, please log on to our website at [www.thinkaboutitnursing.com](http://www.thinkaboutitnursing.com) or call Teresa Grace at Poe Travel Toll-free at 800.727.1960.

**POE TRAVEL**

# DISCIPLINARY ACTIONS

Name	License Number	Discipline	Effective Date	Violations
Rhonda L. Ackley	200241558RN	Emergency Suspension	10-14-09	Using intoxicants to the extent she was unable to practice nursing safely, failing to complete a nursing assignment without notifying appropriate personnel, and unauthorized removal of drugs from the workplace.
Carla R. Anderson	200242827RN/ 200250170NP	Suspension	9-16-09	Two-year suspension with conditions. Practicing nursing when unable due to a physical impairment, and practicing while impaired.
Dan A. Ankrom	091006938RN	Voluntary Surrender	10-14-09	Unauthorized removal of drugs from the workplace, failing to dispense medications, and inaccurate recordkeeping.
Paula K. Babcock	089005030LPN	Voluntary Surrender	9-16-09	Client neglect, inaccurate and incomplete recordkeeping, and falsifying a client record.
Christopher E. Bates	CNA Applicant	Application Denied	8-20-09	Possession convictions, and misrepresentation during the application process.
Clifford Bechard	CNA Applicant	Application Denied	10-14-09	Violating the terms and conditions of a Board Order, and failing to answer questions truthfully.
Deborah E. Bell	200912960CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Kathleen K. Bell	200643070RN	Voluntary Surrender	9-16-09	Client neglect, inaccurate and incomplete recordkeeping, and failing to conform to the essential standards of acceptable nursing practice.
Bailey A. Bisset	200712034CNA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Joehn M. Blakley	200310495CNA	Suspension	9-16-09	15 day suspension, with conditions. Client abuse.
Clare E. Blodgett	200742896RN	Voluntary Surrender	10-14-09	Using intoxicants to the extent she was unable to practice nursing safely.
Janet R. Bonogofski	088003226RN	Voluntary Surrender	9-16-09	Physical condition that prevents her from practicing safely.
Kara L. Bosley	200610717CNA	Revocation	8-20-09	Using intoxicants to the extent she was unable to perform CNA duties safely, and failing to cooperate with the Board during an investigation.
Renee S. Bostwick	CNA Applicant	Application Denied	10-14-09	Criminal Mistreatment conviction.
Arveda Bradford	000029563CNA	Voluntary Surrender	9-16-09	Client abuse and neglect, inaccurate and incomplete recordkeeping, and failing to competently perform CNA duties.
Kelly L. Brady	089006523RN	Voluntary Surrender	10-14-09	Failing to comply with the terms and conditions of the Nurse Monitoring Program.
Suzanne J. Brown	080045381RN	Suspension/Probation	9-16-09	Three-year suspension with conditions, followed by one-year probation. Failing to comply with the terms and conditions of the Nurse Monitoring Program.
Nicole A. Busse	200310764CNA	Voluntary Surrender	8-20-09	Violating the terms and conditions of a Board Order.
Joseph R. Cassamajor	RN Applicant	Application Denied	10-14-09	Failing to meet educational standards and misrepresentation during the licensure process.
Tiffany J. Casteel	CNA Applicant	Application Denied	8-20-09	Criminal Mischief and hit-and-run convictions, and misrepresentation during the application process.
Elvia M. Cervantes	200512548CNA	Suspension	8-20-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Heang H. Chan	000014861CNA/ 000014861CMA	Reprimand	9-16-09	Client abuse, failing to administer medications as ordered, and failing to document medications.
Sean N. Cluver	200911363CNA	Emergency Suspension	9-16-09	Suspended indefinitely for engaging in sexual misconduct in the workplace and client abuse.
Jill A. Colin	200710223CNA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Wendy A. Cooper	094006087RN	Revocation	9-16-09	Violating the terms and conditions of a Board Order, and failing to cooperate with an investigation.
Cindy M. Cox	200712454CNA	Voluntary Surrender	10-14-09	Using the client relationship for personal gain.
Cindy Criteser	093005171LPN	Application Denied	8-20-09	Misrepresentation during the licensure process, not meeting the practice hour requirement for licensure, and failing to answer questions truthfully.
Helen M. Culp	085074456RN	Voluntary Surrender	9-16-09	Failing to comply with the terms and conditions of a Board Order.
Wendy M. Davis	200310797CNA	Probation	8-20-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Leona R. Derrick	200712399CNA	Reprimand	9-16-09	Reprimand with conditions. Inaccurate recordkeeping and falsifying a client record.
Hans J. Detter	200912913CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent he was unable to perform CNA duties safely.
Manuella J. Dwyer	200730271LPN	Voluntary Surrender	8-20-09	Client abuse, unauthorized removal of drugs from the workplace, and aiding an individual to violate the law.
Susanne Ellenberger	200630014LPN	Reprimand	10-14-09	Reprimand with conditions. Inaccurate and incomplete recordkeeping, and failing to conform to the essential standards of acceptable nursing practice.
Jesus Espinoza-Gallegos	200512189CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent he was unable to perform CNA duties safely.
Rachel L. Everhart	200112108CNA	Revocation	8-20-09	Official Misconduct conviction and attempting to obtain controlled drugs without a prescription.
Michelle Evilsizer	200230297LPN	Suspension	9-16-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Merrie A. Flavin	200811540CNA	Voluntary Surrender	10-14-09	Using the client relationship for personal gain, leaving a CNA assignment without properly notifying a supervisor, and removing drugs from the workplace without authorization.
Deanna S. Fleming	093003098RN	Revocation	8-20-09	Failing to comply with the terms and conditions of the Nurse Monitoring Program.
Della Fogerson	200750110NP	Reprimand	8-20-09	Reprimand with conditions. Failing to maintain client records in a timely manner.
Ruth O. Ford	200410971CNA	Voluntary Surrender	10-14-09	Failing to answer licensure questions truthfully.
Joanna Frechette	200211399CNA	Application Denied	8-20-09	Mental condition that prevents her from performing CNA duties safely.
Justin G. Gaudin	200811175CNA	Suspension	9-16-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Laura J. Geisel	200811980CNA	Reprimand	8-20-09	Reprimand with conditions. Failing to respect client rights, and engaging in other unacceptable behavior in the presence of clients.
Michael J. Gerton	CNA Applicant	Voluntary Withdrawal	9-16-09	Using intoxicants to an extent that he is unable to perform CNA duties safely.
Linda K. Givens	098003027LPN	Suspension/Probation	9-16-09	30-day suspension with conditions, to be followed by two-year probation. Failing to take action to preserve client year probation. Failing to take action to preserve client safety, assigning persons to perform functions for which they are not prepared, failing to communicate information regarding client status, and failing to conform to the essential standards of acceptable nursing care.
Rachel L. Gray	200610410CNA	Suspension	9-16-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.

Name	License Number	Discipline	Effective Date	Violations
Brenda K. Green	200810406CNA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Steven L. Guile	086003301LPN	Voluntary Surrender	9-16-09	Using intoxicants to the extent he is unable to practice nursing safely.
Jeanine M. Harris	093000357RN	Voluntary Surrender	8-20-09	Unauthorized removal of drugs from the workplace, and practicing nursing while impaired.
Meredith M. Hartley	LPN Applicant	Application Denied	8-20-09	Unresolved discipline in another state, and use of a controlled substance in a dangerous manner.
Teresa J. Hartman	094006397RN	Reprimand	9-16-09	Incomplete recordkeeping, and possessing unauthorized prescription drugs.
Fawn M. Hasty	089000185RN	Revocation	10-14-09	Inaccurate and incomplete recordkeeping, failing to dispense medications, and failing to follow through with the plan of care.
Jennifer A. Hays	200011166CNA/ 200220054CMA	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Justin E. Henderson	200950142NP	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Edward J. Herk	RN Applicant	Application Denied	8-20-09	Previous discipline in Arizona, failure to answer questions truthfully, and misrepresentation during the application process.
Jeff D. Holland	200542591RN	Voluntary Surrender	10-14-09	Inaccurate and incomplete recordkeeping, practicing nursing while impaired, and unauthorized removal of drugs from the workplace.
Ginger L. Hull	000027611CNA/ 000027611CMA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Kelli M. Hutchinson	200711429CNA	Suspension/Probation	9-16-09	Minimum 14-day suspension, two-year probation. Failing to cooperate with the Board during an investigation, and using intoxicants to the extent she was unable to perform CNA duties safely.
Laurel L. James	095003052RN	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Sherri M. Jemison	000034077CNA	Voluntary Surrender	9-16-09	Failing to meet the work hours requirement for certification.
Aaron B. Jolley	200942652RN	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Wayne H. Jones	200510788CNA	Revocation	8-20-09	Violating the terms and conditions of a Board Order.
Elijah B. Keithley	200510487CNA	Voluntary Surrender	8-20-09	Criminal Mistreatment and Burglary convictions.
Helen C. Kellie-China	200140640RN	Revocation	8-20-09	Violating the terms and conditions of a Board Order.
Laurie A. Kennedy	097000659RN	Reprimand	9-16-09	Reprimand with conditions. Improperly delegating tasks of nursing care to unlicensed persons, altering a client record, and failing to conform to the essential standards of acceptable nursing practice.
Yoo Shin Kim	098006816RN	Reprimand	10-14-09	Reprimand with conditions. Failing to take action to promote client safety, client neglect, and failing to conform to the essential standards of acceptable nursing practice.
Betty J. King	086000130RN	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Cindy L. Knight	LPN Applicant	Application Denied	9-16-09	Failed to meet the Oregon PN examination requirements for licensure.
Toby S. Knight-Meigs	096006766RN	Suspension	9-16-09	60-day suspension with conditions. Incomplete recordkeeping, failing to communicate information regarding client status, and failing to conform to the essential standards of acceptable nursing care.
Tammy L. Knorr	200643002RN	Reprimand	8-20-09	Reprimand with conditions. Incomplete and inaccurate recordkeeping, performing acts beyond authorized scope, and failing to conform to the essential standards of acceptable nursing practice.
Aimee M. Kouba	098000257RN	Voluntary Surrender	8-20-09	Unauthorized removal of drugs from the workplace, a mental condition that prevents her from practicing safely, and practicing when impaired.
Shanna M. Larios	200811765CNA	Suspension	9-16-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Vera Y. Lashier	200710867CNA	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Pipre E. Lawler	089003129RN	Reprimand	8-20-09	Reprimand with conditions. Incomplete recordkeeping, leaving an assignment without notifying appropriate personnel, and failing to conform to the essential standards of acceptable nursing practice.
Judette A. Lawrence	200542343RN	Reprimand	9-16-09	Reprimand with conditions. Failing to take action to promote client safety, and failing to implement the plan of care.
Mary A. Lee	000032117CNA	Reprimand	9-16-09	Reprimand with conditions. Client neglect, and failing to competently perform CNA duties.
Bunny Day Lewis	091006559N5	Suspension	9-16-09	180-day suspension. Prescribing medications to herself, obtaining prescription drugs without authorization, and failing to communicate information regarding client status to members of the health care team.
Jade D. Lilienthal	200910582CNA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Diana R. Lowrey	000042303CNA	Application Denied	8-20-09	Mental condition that prevents her from safely performing CNA duties.
Tifani Maddox	CNA Applicant	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Darron W. Marzolf	200912289CNA	Probation	8-20-09	Two-year probation. Using intoxicants to the extent he was unable to perform CNA duties safely.
Jean M. Maxwell	200112380CNA	Probation	9-16-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Margaret McCall-Edvalson	200511281CNA	Voluntary Surrender	9-16-09	Violating the terms and conditions of a Board Order.
Donald S. McFerran	081046617RN/ 081046617N6	Reprimand	9-16-09	Reprimand with conditions. Failure to conform to the essential standards of acceptable nursing practice.
Jay F. McKay	096006036RN	Revocation/Civil Penalty	8-20-09	\$400 civil penalty. Failing to supervise persons to whom nursing tasks had been assigned, practicing nursing without a current license, and failure to conform to the essential standards of acceptable and prevailing nursing practice.
Veronica Medrano	200313254CNA	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Shannon M. Meeker	LPN Applicant	Application Denied	9-16-09	Convictions for Criminal Mistreatment.
Chadwick B. Michaels	094006859RN	Suspension	9-16-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Charles N. Miller	RN Applicant	Voluntary Withdrawal	9-16-09	Fraud during the licensure process.
Garrett I. Miller	200710880CNA	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Patricia M. Morrison	089003022RN	Probation	9-16-09	Two-year probation. Previous discipline in Alaska, and using intoxicants to the extent she was unable to practice nursing safely.
John P. Moore	200912959CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent he was unable to perform CNA duties safely.

Name	License Number	Discipline	Effective Date	Violations
Lori A. Paich	200712477CNA	Revocation	8-20-09	Violating the terms and conditions of a Board Order.
Beverly A. Pate	094000412RN	Suspension	9-16-09	30 day suspension, with conditions. Inaccurate and incomplete recordkeeping, altering a client record, and failing to conform to the essential standards of acceptable nursing practice.
Valerie Perez	200312228CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Laura A. Petering	200641301RN/ 200650063NP	Voluntary Surrender	8-20-09	Using intoxicants to the extent she was unable to practice safely, and practicing while impaired.
Bonnie M. Plumlee	CNA Applicant	Voluntary Withdrawal	9-16-09	Violation of a Board Order.
Maria Posteuca		Civil Penalty	8-20-09	\$2,500 civil penalty, DBA Cornerstone Adult Foster Home. Employing a nurse without a procedure in place for checking the current status of that nurse's license to ensure that only those nurses with a current, valid Oregon license be allowed to practice nursing.
Kathryn A. Powell	200440528RN	Reprimand	9-16-09	Altering a client record.
Tammy J. Roberts	200510962CNA	Reprimand	9-16-09	Reprimand with conditions. Incomplete recordkeeping.
Lynette E. Rodd	089007266RN	Revocation	8-20-09	Violating the terms and conditions of a Board Order, and failing to cooperate with the Board during an investigation.
Desteny M. Rogers	000035548CNA/ 200620091CMA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Becky L. Ronnebaum	200911194CNA	Suspension/Reprimand	9-16-09	Indefinite suspension. Failing to cooperate with the Board during an investigation. Reprimand with conditions. Client neglect, and failing to competently perform CNA duties.
Gabriell Rowley	CNA Applicant	Application Denied	9-16-09	Failure to provide documents requested by the Board, and failure to cooperate with the Board during the course of an investigation.
Daniel S. Ruby	200610117CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent he was unable to perform CNA duties safely.
Amber D. Russell	200811254CNA	Reprimand	9-16-09	Reprimand with conditions. Failing to respect client rights, client abuse, and client neglect.
Nancy A. Saludo	200612507CNA	Suspension	10-14-09	Indefinite suspension. Failing to cooperate with the Board during an investigation.
Katherine M. Schmidt	200810700CNA	Probation	9-16-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Angelika M. Schmoll	085074549RN	Reprimand	9-16-09	Reprimand with conditions. Failing to maintain professional boundaries with a client.
Jacqueline Schoenheit	200740091RN	Reprimand	9-16-09	Reprimand with conditions. Failing to take action to promote client safety, and failing to conform to the essential standards of acceptable nursing practice.
Paula L. Schranz	078041349RN	Voluntary Surrender	9-16-09	Inaccurate recordkeeping, unauthorized removal of money from the workplace, and failing to conform to the essential standards of acceptable nursing practice.
Deborah A. Schuetze	081055198RN	Suspension	9-16-09	90-day suspension with conditions. Improperly delegating nursing tasks to unlicensed persons, failing to take action to promote client safety, and failing to conform to the essential standards of acceptable nursing care.

YOUR PURCHASES HELP NURSES!

FREE GIFT  
BAG WITH  
PURCHASE

This is the  
perfect gift for  
all of the Nurses,  
teachers and  
family support  
on your list!

**INCLUDES:** Alcohol Free Hand sanitizer with green tea, body lotion with shea butter both in Orchard Fresh Apple fragrance and a mini mint lip tube with beeswax!

**Only \$14.00 order yours today** and get it in a darling **FREE** tote bag. It is ready to give on the go! American Made and a portion of the proceeds go to the Think About it Nursing Scholarship program.

To order other high quality home spa products from Jordan Essentials, go to [www.jordanrep.com/11668](http://www.jordanrep.com/11668) or [www.jordanessentials.com](http://www.jordanessentials.com) and choose consultant #11668 for purchase. Portions of the proceeds go to Think About It Nursing Scholarship Fund. All products are made in America!

Think about it nursing  
scholarship  
fund

Name	License Number	Discipline	Effective Date	Violations
Lisa C. Shaffer	200242682RN	Voluntary Surrender	8-20-09	Failing to comply with the terms and conditions of the Nurse Monitoring Program.
Donna A. Shamblin	200812730CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Annie M. Smith	200630258LPN	Reprimand	9-16-09	Reprimand with conditions. Failing to implement the plan of care, and failing to administer medication.
Deanna M. Smith	200912554CNA	Probation	9-16-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Misty J. Smith	200410237CNA	Voluntary Surrender	8-20-09	Falsifying a client record, and aiding an individual to violate the law.
Jolynn N. Soderholm	200312728CNA	Probation	9-16-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Carrol A. Staley	081000355LPN	Voluntary Surrender	10-14-09	Failing to comply with the terms and conditions of the Nurse Monitoring Program.
Shannon R. Stromberg	200541663RN	Voluntary Surrender	10-14-09	Practicing nursing while impaired, and unauthorized removal of drugs from the workplace.
Virginia L. Tan	200942916RN	Probation	10-14-09	One-year probation. Theft conviction.
Lois M. Tenita	200441372RN	Reprimand/Civil Penalty	8-20-09	Reprimand with conditions; \$600 civil penalty. Improperly delegating tasks of nursing care, inaccurate and incomplete recordkeeping, and practicing nursing without a license.
Jammie L. Treon	200930417LPN	Reprimand	9-16-09	Failing to answer questions truthfully, and misrepresentation during the licensure process.
Kirsten VanGelder	200642467RN	Suspension	9-16-09	30 day suspension, with conditions. Leaving a nursing assignment without notifying the appropriate personnel.
Trinity Vidal-Hernandez	200811530CNA	Emergency Suspension	10-14-09	Mental condition that prevents her from performing CNA duties safely.
Arleta F. Walker	000009547CNA	Voluntary Surrender	10-14-09	Failing to respect client rights, and performing acts beyond her authorized duties.
Mary H. Watts	096007025RN	Voluntary Surrender	8-20-09	Physical condition that renders her unable to practice nursing safely.
Shannon K. Webb	200110311CNA	Probation	10-14-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Amanda J. Wilkinson	200912549CNA	Probation	9-16-09	Two-year probation. Using intoxicants to the extent she was unable to perform CNA duties safely.
Mark M. Yount	200641325RN	Reprimand	9-16-09	Reprimand with conditions. Failing to implement the plan of care, and failing to conform to the essential standards of acceptable nursing practice.
Liza A. Zolnikov	000035108CNA	Revocation	8-20-09	Violating the terms and conditions of a Board Order.

**SUE-DEL McCULLOCH**  
Attorney at Law

Representing licensed nurses and certified aides in employment, whistleblowing, and Board disciplinary matters.

Let me help you find the best result in a difficult situation.

(503) 221-9706  
[www.sdmlaw.net](http://www.sdmlaw.net)

**\$4000 sign-on Bonus**  
RN-Supervisor  
Infusion/Oncology

 **The Vancouver Clinic**  
*Caring Professional to supervise clinical staff.*

Apply online Today!  
[www.TheVancouverClinic.com](http://www.TheVancouverClinic.com)  
OCN required. Competitive wage and benefits package.

**TRAVEL NURSING JOBS**

Local Agency Staffing  
ER/ICU/OR/OB • NW STATES  
Excellent Rates & Benefits  
[elitessinc@yahoo.com](mailto:elitessinc@yahoo.com)



Call Today! (208) 378-1338  
[www.EliteSpecialtyStaffing.com](http://www.EliteSpecialtyStaffing.com)

**Reach 66,000  
nurses with  
your ad here!**

**Emergency & Acute Care  
Training for Nurses**

ACLS, PALS, ENPC, TNCC, BLS  
Certification- Recertification - CEUs

**Earn  
CEUs**

Also: **Optimum Response Strategies  
Trauma Care After Recusitation**

Emergency Medical Training Associates

Contact Mary Ann Vaughan, BSN, RN, CEN (541) 430-7149  
mavemtrn@comcast.net • [www.emtassoc.com](http://www.emtassoc.com)

**Targeted Networking**  
The "NEW" Classifieds

Reach every nurse in Oregon for as little as \$290.

Contact Victor Horne

[vhorne@pcipublishing.com](mailto:vhorne@pcipublishing.com)

**1-800-561-4686**

**LIMITED  
AVAILABILITY  
CALL TODAY**



**EXPERIENCED RN'S**

ICU/PEDIATRICS/NICU/LABOR AND DELIVERY/OR/ER

\$4,000 RELOCATION BONUS •  
COMPETITIVE SALARY • RELOCATION ASSISTANCE

**KADLEC**  
A Higher Level of Care

*Regional acute care  
medical center in  
sunny southeastern  
Washington.  
Excellent benefits,  
including 300 days  
of sunshine a year!*

CONTACT OUR NURSE RECRUITER AT: [James.Kinner@kadlecmed.org](mailto:James.Kinner@kadlecmed.org)  
OR CALL TOLL FREE AT **800-765-1140**

[WWW.KADLECMED.ORG](http://WWW.KADLECMED.ORG)

**Positively Impact Lives**

Volunteer your nursing talent at Essential Health Clinic and make a difference!  
Delivering free urgent health care to the uninsured in Washington Cty.  
Please visit [www.EssentialHealthClinic.org](http://www.EssentialHealthClinic.org) or contact Victoria Kress, (503) 846-3635

**NURSE EDUCATORS**

Recruit Talented  
Faculty Here

Victor Horne (800) 561-4686

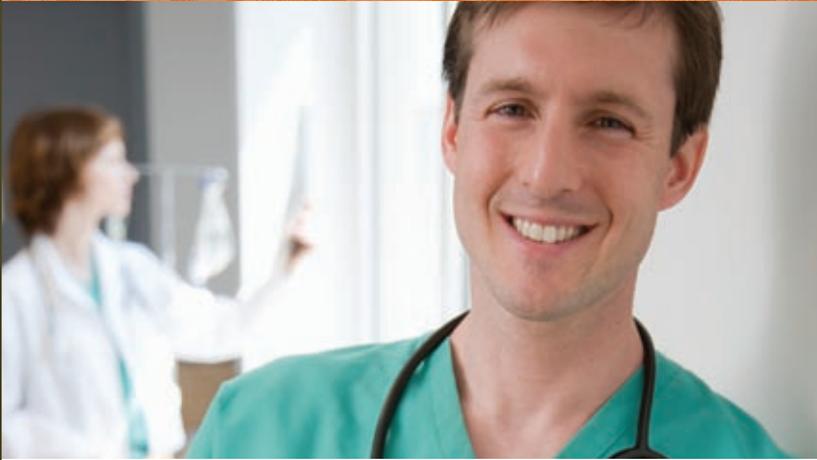
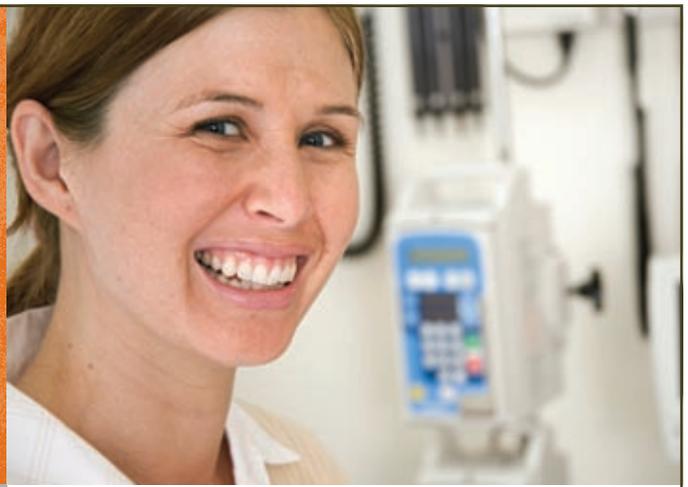
Free Subscription to **StuNurse** magazine!

Do you know someone who is a student nurse, or someone considering a nursing career?

Then let them know about the StuNurse magazine. A subscription to the StuNurse digital magazine is FREE and can be reserved by visiting [www.StuNurse.com](http://www.StuNurse.com) and clicking on the Subscribe button at the upper right corner.

**Educators...**let your students know they can subscribe free of charge!

at Vibra Specialty  
Hospital, we're passionate  
about helping others.



At Vibra Specialty Hospital, every nurse on our team has a passion for reaching out to help someone in need. There is a deep, inner drive to achieve excellence in their profession. We offer the opportunity to put these core beliefs into practice in a caring, progressive, acute care environment.

#### CURRENT OPPORTUNITIES:

- **Seeking Talented RN/LPNs**

FT, PT or per diem day & night shifts. Acute care hospital experience required in med/surg or ICU.



VISIONARY INNOVATIVE BOLD RESPONSIVE AMBITIOUS

Medical Progress is our goal and our passion. Our environment is continuing to evolve and our staff is growing. We are excited about the possibilities and potential of our hospital; about providing care that we are proud of; building a place to work that is rewarding and positive; and our ability to impact the lives of the patients and families who experience our care.

Share your passion!

[www.vibrajobs.com](http://www.vibrajobs.com)



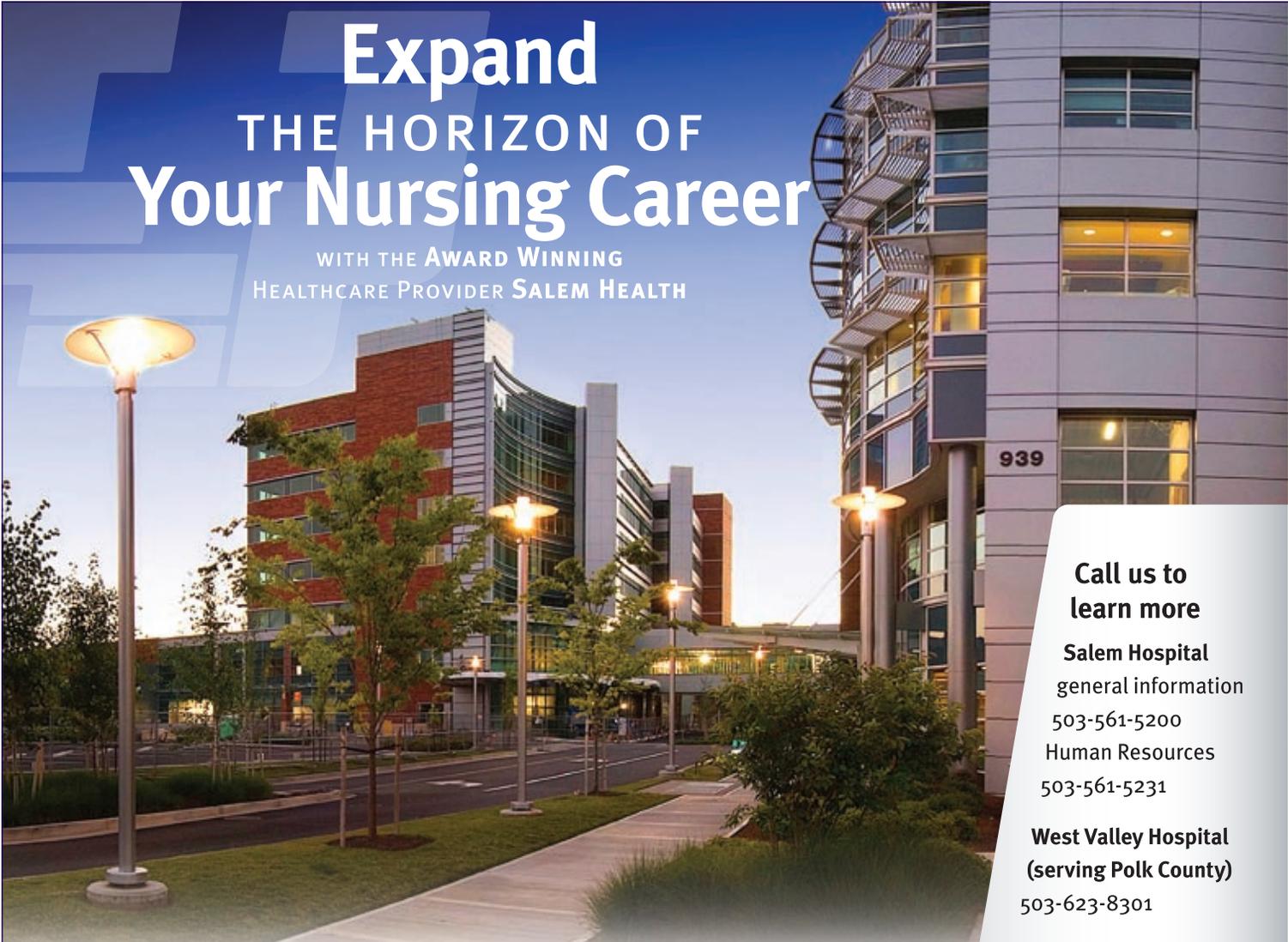


Oregon State Board of Nursing  
 17938 SW Upper Boones Ferry Road  
 Portland, OR 97224-7012

PRESORTED  
 STANDARD  
 U.S. POSTAGE  
**PAID**  
 LITTLE ROCK, AR  
 PERMIT NO. 1884

# Expand THE HORIZON OF Your Nursing Career

WITH THE AWARD WINNING  
 HEALTHCARE PROVIDER SALEM HEALTH



939

**Call us to  
 learn more**

**Salem Hospital**  
 general information

503-561-5200

Human Resources

503-561-5231

**West Valley Hospital**  
 (serving Polk County)

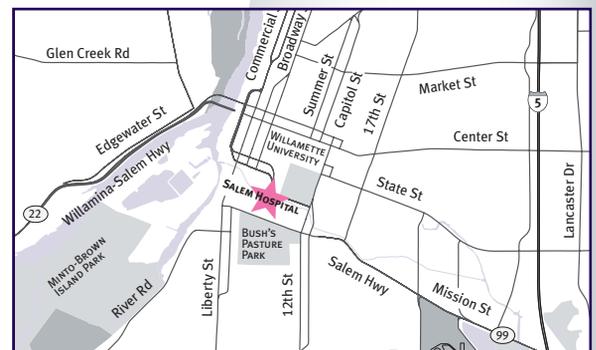
503-623-8301

## Quality second to none:

- *Beacon Award for Intensive Care Excellence* from the American Association of Critical-Care Nurses
- Salem Health is proud of its journey toward Magnet status
- **Ranked #1 in Oregon for cardiac surgery** by Healthgrades® (2007–2009)
- **Ranked #1 in Oregon for overall cardiac services** by Healthgrades® for 2009

## 21<sup>ST</sup> century healthcare:

- New tower, designed to help patients heal faster
- Latest technology
- Large, private rooms
- Excellent career opportunities



**Salem Hospital**  
 A part of Salem Health

[www.salemhealth.org](http://www.salemhealth.org)

[www.salemhealth.org/careers](http://www.salemhealth.org/careers)