BOARD OF NURSING
2013-15 BUDGET OVERVIEW

National Licensing Examination Passing Standard Increases for RNs in 2013

Headmaster Wins NA/MA Testing Contract
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OREGON BOARD OF NURSING

OREGON STATE BOARD OF NURSING MEMBERS

KAY CARNEGIE, RN,
BOARD PRESIDENT
Term: 1/1/09 - 12/31/11, 1/1/12 – 12/31/14
Ms. Carnegie is currently the 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.

LINDA MILL, RN,
BOARD SECRETARY
Term: 1/1/09 - 12/31/11, 1/1/12 – 12/31/14
Ms. Mill is a staff nurse 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.

DONNA CAIN, CNA
Term: 6/1/10 - 12/31/12, 1/1/13 – 12/31/15
Ms. Cain is a CNA 2-Acute Care at Rogue Valley Medical Center and has 11 years of experience. She is currently a Patient Care Tech in the Central Transportation Department and also is on-call for CCU and ICU. She received her nursing assistant training from the Asante Health System Training Program in Medford, Ore. Ms. Cain serves in the Certified Nursing Assistant position on the Board.

GARY HICKMANN, RN
Term: 3/1/12 - 12/31/14
Mr. Hickmann is a staff nurse at St. Charles Medical Center in Bend and has 23 years of nursing experience. He received his Associate Degree in Nursing from Central Oregon Community College in Bend. He is one of two direct-patient care RNs on the Board.

BONNIE KOSTELECKY, RN
Term: 6/1/12 - 12/31/14
Ms. Kosteley is currently the Operations Manager for the Portland VA Medical Center Primary Care Clinic in West Linn, Ore. She received a BA in Nursing from Jamestown College, in Jamestown, N.D., and her Masters of Science in Community Nursing from OHSU. She serves in the Nurse Administrator position on the Board.

BENJAMIN SOUDE, JD,
PUBLIC MEMBER
Term: 3/1/10 - 12/31/12, 1/1/13 – 12/31/15
Mr. Soude is an attorney with Lane Powell, PC, in Portland, Ore. He received two Bachelor’s degrees (political science and history) from the University of Pennsylvania in Philadelphia, Pa., and his jurist doctorate from Harvard Law School in Cambridge, Mass. He is a former senior advisor and speechwriter to former Senator Hillary Rodham Clinton. Mr. Soude resides in Portland, Ore.

MAX TENSCHER, RN, FNP
Term: 3/1/10 - 12/31/12, 1/1/13 – 12/31/15
Mr. Tenscher is a Family Nurse Practitioner and currently owns Integrative Primary Care Associates, in Portland, Ore. He received his Associate Degree from Shasta College in Redding, Calif., and his nurse practitioner certificate from the University of California in Davis, Calif. He has more than 30 years of nursing experience and resides in West Linn, Ore.

REBECCA UHERBELAU,
PUBLIC MEMBER
Term: 1/1/07- 12/31/09, 1/1/10-12/31/12
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.

JULIA WILLIS, LPN
Term: 3/21/07 - 12/31/09, 1/1/10 – 12/31/12
Ms. Willis is the Health Services Specialist at Quail Run Assisted Living in Albany, Ore., and serves in the Licensed Practical Nurse position on the Board. She received her Practical Nurse certificate from Emily Griffith Opportunity School in Denver, Colo.
The mission of the Board of Nursing is to safeguard the public’s health and wellbeing by providing guidance for, and regulation of, entry into the profession, nursing education, and continuing safe practice. The Board has a total of nine members, and is comprised of two public members, one Licensed Practical Nurse, one Certified Nursing Assistant and five Registered Nurses. The five RNs include one nurse practitioner, one nurse administrator, one nurse educator, and two non-supervisory nurses.

The Board and its staff of 48 regulate the practice of more than 72,000 nurses and nursing assistants. The agency is comprised of six sections: Licensing, Investigations, Administration, Fiscal Services, Communications, and Nursing Policy, which includes guidance for nursing practice and educational programs.

As stated earlier, the Board receives no Oregon General Fund money, but it does receive a small amount of federal funds specifically for the regulation of nursing assistants. Ninety percent of the Board’s $14.65 million budget comes from license fees, and 10 percent from federal funds routed through the Department of Human Services.

As for expenditures, 56 percent goes toward salaries, wages, and benefits, 30 percent is spent on services and supplies, and 14 percent is sent to the Health Professionals’ Services.
Program (HPSP). The amount spent on the HPSP is 2 percent less than last biennium due to a small decrease in the number of participants. As of Feb. 1, 2013, out of 53,768 licensed nurses, the Board of Nursing had only 161 participants in the program (less than 1 percent of all licensed nurses).

“The Board believes in the value of providing an alternative to discipline for nurses who are willing to seek treatment and have their practice monitored to ensure public safety,” says Joy Ingwerson, OSBN Nursing Education Policy Analyst, and Interim Executive Director. “But we recognize the need to continually evaluate the cost-to-benefit ratio of the program, especially in the current economy.”

Besides the expenditures made to the HPSP, Ingwerson is confident regarding the Board’s budget. “We are proposing a very lean budget for the 2013-15 biennium and have no plans to raise license fees. Although we are the largest health licensing board in terms of number of licensees regulated, we are among the most efficient when looking at the ratio of staff-to-licensees. We continue to pursue methods to streamline operations and increase efficiency,” she says. “For example, the online license renewal and complaint systems are very successful, and we are looking to implement an online system for new exam applications this year.”

To learn more about the various bills filed for this year’s legislative session, visit the Legislature’s website at www.leg.state.or.us/bills_laws. For more information, contact OSBN Communications Manager Barbara Holtry at barbara.holtry@state.or.us.
The examination content is based on the analysis of the current practice of nurses from across the nation. This practice analysis involves more than 12,000 entry-level nurses who have been in practice six months or less. These participants rank order approximately 150 nursing care activities for their frequency and importance to the work of the nurse. Representatives from various practice settings and specialties are included in this review. The ordering of the frequency and importance of these activities serves as the basis for updating the test plans for both the RN and PN examinations. The test plan focuses on the knowledge, skills, and abilities that are essential for the nurse to utilize as they provide care to clients. This extensive analysis is conducted every three years due to the frequency of changes in healthcare. The RN practice analysis was last completed in 2011, and the PN practice analysis was completed in Fall 2012.

After the test plan is finalized, the passing standard for the examination is considered. A panel of judges is convened to perform a criterion-referenced standard setting procedure. The panel of judges for the most recent review of the NCLEX-RN® included 12 members. These individuals must be currently licensed nurses who work directly with newly licensed nurses so that they are aware of the level of knowledge and skills needed in entry-level nursing positions. Findings from national surveys of nursing educators and directors of nursing from a variety of settings where new
The test plan focuses on the knowledge, skills, and abilities that are essential for the nurse to utilize as they provide care to clients.

Effective April 1, 2013, the passing standard for the NCLEX-RN® will be raised to 0.00 logits from the current -0.16 logits. While the logit is not a unit of measure most nurses work with frequently, it is a helpful measure for passing this exam since it calculates not just numbers of items answered correctly but factors in the relative difficulty of the item. The passing standard for the NCLEX-PN® will be reviewed in Fall of 2013 with any recommended change in the standard taking effect in 2014.

The NCSBN website has extensive information available on the process of examination development, practice analysis, and how one may be involved at various points of the process. [https://www.ncsbn.org/nclex.htm](https://www.ncsbn.org/nclex.htm)

REFERENCES

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Headmaster Wins NA/MA Testing Contract

The Oregon State Board of Nursing re-selected D&S Diversified Technologies LLP dba Headmaster LLP as the nursing assistant and medication aide testing vendor in December 2012, and final contract negotiations are underway. The Board currently contracts with Headmaster LLP for testing and the new contract will go into effect in Spring 2013.

TEST ADVISORY PANELS MEET TO REVIEW TEST ITEMS

Headmaster LLP held Test Advisory Panel (TAP) meetings for the state Certified Nursing Assistant (CNA) and Certified Medication Aide (CMA) competency exams on December 6 and 7, 2012. TAPs are an important part of the Headmaster Complex Adaptive System. The TAPs are comprised of training program instructors, CNA & CMA employers, Test Observers, Headmaster administrative staff, and Oregon State Board of Nursing staff. During the TAP meetings, the members review summaries of testing trends and pass rates, as well as feedback from the candidates and test observers. The panel members view the different written exam and skill test versions’ alpha coefficients related to reliability and the Test Observer correlation statistics. TAP members evaluated potential new beta test items and recommended appropriate items to Board staff for inclusion into the Oregon active test banks for the CNA and CMA exams. All of these functions contribute to the exams remaining relevant, reliable, and current for all Oregon healthcare stakeholders.

Exams measure competencies needed to perform safely and effectively as an entry level, newly certified CNA or CMA

The Headmaster LLP CNA and CMA competency exam development process is a rigorous one that involves multiple steps of review and analysis by subject matter experts (SMEs) in nursing assistant & medication aide content, nursing regulation, examination development, and psychometric analysis. Every question is beta tested with at least 125 correlated administrations to gather real time psychometric information, including item analysis performance information for the top, middle, and bottom thirds of the target population. Every test item is subject to this arduous process before it is reviewed by appointed members of an Oregon Test Advisory Panel (TAP) where items current to Oregon CNA and CMA curriculums are recommended for inclusion into Oregon’s ‘active’ bank of test items (Currently numbering 1017 NA questions and 697 MA questions). From
these active test item banks, comparable tests meeting the approved Oregon test plans are created.

The CNA examination content meets the Federal Standards outlined in 42 CFR Ch. IV (10–1–12 Edition) § 483.154. Both the CNA and the CMA examinations are based on the analysis of current authorized duties of nursing assistants and medication aides across the country including representation from a variety of employment settings. These extensive analyses are found in the current National Council of State Boards of Nursing’s Report of Findings from the 2009 Job Analysis of Nurse Aides Employed in Nursing Homes/Long-term Care, Hospitals/Acute Care and Community/Home Health Care Settings located at https://www.ncsbn.org/10_JobAnalysis_NAs_web.pdf and the 2011 Job Analysis of Medication Aides Employed in Nursing Homes/Long-term Care, Hospitals/Acute Care and Community/Home Health Care Settings located at https://www.ncsbn.org/12_MA_Practice_Analysis_Vol54_web.pdf.

The approved Oregon CNA and CMA test plans focus on the knowledge, skills, and abilities that are essential for entry level nursing assistants or medication aides to possess in order to perform within their authorized duties. These test plans are customized to and reflect the content found in the current OSBN curriculum policies located at http://www.oregon.gov/OSBN/pdfs/policies/nacurr_1.pdf and http://www.oregon.gov/OSBN/pdfs/policies/macurr_1.pdf.

During the test plan creation and approval process, once the categories/subject areas of the test plans are delineated, test item writers (SMEs) are recruited to create new test items current to specific curriculums. Headmaster LLP conducts an annual, two day, test item development conference utilizing SMEs from each of their contracted states. Test item writers receive instructions on how to write acceptable test items and the requirements for validation of items from appropriate resources. Current, commonly utilized nursing assistant or medication aide textbooks are used as resources and provide validation of correct responses for the test items. All test items are scrutinized by examination development experts for appropriate use of terminology, abbreviations, and grammatical structure. Test items are reviewed closely for words or phrases that might be viewed as stereotypical or inflammatory in relation to a particular population or group of individuals.

Potential test items (questions) from these sessions are field-tested using 10-item ‘beta’ tests administered at the end of regular testing to volunteer candidates. These beta test items are correlated to the volunteer candidate's actual test results. Beta test items do not have an impact on the pass/fail decision for candidates who volunteer to answer the beta questions. To ensure that the beta test item statistics are reliable, each of the beta items must be answered by at least 125 volunteer candidates to attain a sufficiently sized sample for meaningful correlations.

The beta test item statistical properties are evaluated to determine if they meet proven examination industry standards. Criteria reviewed for a psychometrically sound test item includes a variety of item characteristics that are essential in constructing valid tests. For example, successful beta test items must be within
an appropriate reading level, fall into an acceptable range of difficulty, and suitably discriminate the top, middle and bottom thirds of the target population in order to be considered for inclusion into any state’s active test bank through the TAP process.

The test items that meet the performance targets that psychometrically demonstrate a contribution to the measure of candidate minimum competency are presented to the Test Advisory Panel (TAP) comprised of Oregon subject matter experts for consideration in the Oregon Active Test Bank. The TAP review is an additional ‘screening’ process focusing on the appropriateness of each beta test item, meeting established criteria, to be an active test item for Oregon CNAs and CMAs. The TAP members determine if a test item is relevant and current for Oregon healthcare settings and falls within the Oregon CNA and CMA authorized duties and curriculum. Item statistics are utilized during the review of test items to help determine if a beta test item should become a member of the Oregon active test bank and real time item statistics are also utilized to determine if current test bank items should remain active. All test items should have general applicability and clearly test knowledge that would be expected of any entry level CNA or CMA.

Headmaster LLP’s test generation software algorithm insures each test has a congruent Test Information Function curve with all other forms of the test. Internally, the software also administers each potential test form 5,000 times before it is ever used; all insuring alpha reliability coefficients close to or above .8 (Well above the reliability standard of .75).
ONLINE SUBSCRIPTION SERVICE MAKES LICENSE VERIFICATIONS EASY

The Oregon State Board of Nursing’s online auto-verification subscription service is making the duty of verifying nursing and nursing assistant licenses much easier for employers across the state.

Subscribers to the low-cost auto-verification service may receive daily, weekly, or monthly e-mail notifications of the current license status for all nurses and nursing assistants in their employ. This relieves the employer from having to look up nurses or CNAs one-at-a-time with the standard online verification system. Users can click on the link included in the e-mail and print or save that person’s verification sheet to put in personnel records. The service automatically notifies an employer when a change occurs to one of their employee’s license status, including any new disciplinary actions, and when licenses are due to renew. Being able to track employee licenses can save employers from potential civil penalties for employing a nurse or nursing assistant without a current license.

“The Board is certainly concerned about nurses being hired or continuing to work without a current license,” notes OSBN Investigations Manager Margaret Semple. “The Board has the authority to impose a civil penalty against a nurse who works without a current license, up to $5,000. However, the Board also has the authority to impose the same penalty against an employer who hires or continues to employ an unlicensed nurse. Using the online subscription service will help employers keep their staff’s license records current, without asking each employee to submit paper verifications.”

Subscribers may access the service through the online services section of the Board’s website. Notices can be sent to one or multiple e-mail addresses for tracking. To assist with the initial sign-up, Board staff are available to load an employer’s entire employee list into the web-based system. Employers will then have the ability to add and subtract employees from their subscription list as needed.

The individual licensee look-up verification system is still available on the website. A Frequently Asked Questions sheet is available on the Board’s website at: www.oregon.gov/OSBN/pdfs/Auto-verificationFAQsheet.pdf. Demonstrations of the new auto-verification service are available either in person at the Board’s office, or via WebEx. Please contact OSBN Communications Manager Barbara Holtry at 971-673-0658 to arrange a demonstration for your facility.
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Keep Up-to-Date with the OSBN List Servs

Subscribing to one or more of the Board of Nursing public mailing lists, called a list-serv, is a quick and convenient method for its licensees and the public to keep abreast of the latest information on nursing scope-of-practice issues, nursing assistants, administrative rule changes, advanced practice issues and upcoming Board meetings.

Subscribers will receive regular e-mail updates regarding Board meeting agendas; upcoming Oregon Administrative Rule hearings affecting the OSBN and scopes-of-practice; CNAs; CMAs; RNs; LPNs; Nurse Practitioners; CNSs; and, CRNAs. The following are the internet links to visit to set-up your subscription:

- Board meeting agendas:
  http://listserv.oasl.state.or.us/mailman/listinfo/osbn_bd_mtg_agenda

- Rule hearing notices:
  http://listserv.oasl.state.or.us/mailman/listinfo/osbn_rule_hearing_notif

- Information regarding RNs and LPNs, including scopes-of-practice:
  http://listserv.oasl.state.or.us/mailman/listinfo/rnandlpn

- Information regarding Advanced Practice nursing:
  http://listserv.oasl.state.or.us/mailman/listinfo/aprnboardnews

- Information regarding CNAs and CMAs, including authorized duties:
  http://listserv.oasl.state.or.us/mailman/listinfo/cnaprogram

- Information regarding all other State of Oregon automated mailing lists:
  http://listserv.oasl.state.or.us/mailman/listinfo

For more information, contact the OSBN office at 971-673-0685.

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OSBN Website Offers a Wealth of Information

A wealth of information for nurses, employers, educators and the public is available on the Oregon State Board of Nursing (OSBN) website. From meeting dates to applications, license verification to online renewal, you can find answers to almost all of your questions (or at least a good starting point).

The following is a brief guide to the OSBN website, including the specific URLs:

- Main OSBN website: www.oregon.gov/OSBN
- Draft policies & rules open for comment, to be considered at the next Board Meeting: www.oregon.gov/OSBN/draft_policies_rules.shtml
- Educational program pass/fail rates: www.oregon.gov/OSBN/Pages/educational_programs.aspx
- File a complaint concerning a nurse or nursing assistant: http://osbn.oregon.gov/OSBNOnlineComplaint/Default.aspx
- Make a public record request or review disciplinary actions taken during the past year: www.oregon.gov/OSBN/pages/online_records.aspx
- Past issues of Sentinel and other publications: www.oregon.gov/OSBN/publications.shtml
- Forms (including applications, mailing list requests, and change of address): www.oregon.gov/OSBN/forms.shtml
- Sign-up to receive OSBN announcements and agendas (list-servs): http://www.oregon.gov/OSBN/Pages/list_servs.aspx
- Information for Nurse Practitioners, CRNAs & CNSs: www.oregon.gov/OSBN/Advanced_practice.shtml
- Information for students enrolled in non-Oregon based programs and preceptors: www.oregon.gov/OSBN/Pages/students_preceptors.aspx
- Upcoming meeting dates & minutes of past meetings: www.oregon.gov/OSBN/meetings.shtml
- Pain management CE requirement: www.oregon.gov/OSBN/pain_management.shtml

For more information, or if you have suggestions for website additions, contact OSBN Communications Manager Barbara Holtry at 971-673-0658.
NCSBN CELEBRATES 35TH ANNIVERSARY

The National Council of State Boards of Nursing Inc. (NCSBN) marks the milestone of reaching its 35th anniversary this year. Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest.

“We are delighted to celebrate our 35 years of advancing regulatory nursing excellence and rededicate our organization to its ongoing mission of patient safety and public protection,” comments NCSBN Board of Directors President Myra A. Broadway, JD, MS, RN, executive director, Maine State Board of Nursing.

NCSBN’s membership is comprised of the BONs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 12 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories. NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 3 million licensed nurses, the second largest group of licensed professionals in the U.S.

On behalf of its member boards, NCSBN develops and administers a psychometrically sound and legally defensible nurse licensure examination consistent with current nursing practice. The NCLEX-RN and NCLEX-PN Examinations are constantly and rigorously evaluated as part of that process.

A seminal moment in NCSBN history came on April 1, 1994, when NCSBN became the first organization to implement computerized adaptive testing (CAT) for nationwide licensure examination. Since then, more than 3.9 million candidates for nurse licensure have taken the NCLEX exam via CAT.

The increasing global nature of the world and influx of internationally educated nurses into U.S. nursing practice led NCSBN to the decision to offer NCLEX testing abroad for the first time in 2005. Since then, more than 100,000 international nurse licensure candidates have taken the NCLEX in the nine countries where it is now offered.

“As the collective voice of nursing regulation in the U.S. and its territories, NCSBN serves its member boards by conducting research on nursing regulatory issues, monitoring trends in public policy, nursing practice and education, while providing opportunities for collaboration among its members and other nursing and health care organizations,” remarks Kathy Apple, MS, RN, FAAN, CEO, NCSBN.

and Disciplinary Monitoring Programs” were published in the last five years. In 2010, NCSBN launched the Journal of Nursing Regulation (JNR), the first scholarly journal of its kind examining regulation from a nursing perspective.

Consistent with its push toward conducting groundbreaking research designed to make significant contributions to the science of nursing regulation, NCSBN is currently conducting two innovative, longitudinal studies. The NCSBN Transition to Practice Study is a multistate study that will evaluate safety and quality outcomes in nurse transition to practice programs. The landmark, multisite NCSBN National Simulation Study examines the use of simulation in prelicensure nursing programs.

Another innovative NCSBN offering is Learning Extension, through its campus located at learningext.com. Since its inception in 1998, the Learning Extension has reached more than 257,000 users in 120 countries. The course catalog of 40 courses covers a range of subjects, including continuing education courses for nurses, preparatory courses for licensure exam candidates, and item writing and test development courses for nursing faculty.

The NCSBN Learning Extension’s (learningext.com) catalog of 40 courses covers a range of subjects, including continuing education courses for nurses, preparatory courses for licensure exam candidates, and item writing and test development courses for nursing faculty.

NCSBN is also spearheading a national campaign to promote adoption of the Consensus Model for APRN Regulation: Licensure, Accreditation, Certification, and Education, which formulates national standards for uniform regulation of advanced practice registered nurses (APRNs). One of the components of this was a consumer education piece designed to explain that BONs are working toward the goal of more APRN licensure uniformity across the country to continue to keep the public safe as health care reform advances. The centerpiece was a 30-second television spot that was produced in conjunction with the CBS Community Partnership Program.

Two years ago, NCSBN brought together seven nursing regulatory organizations from around the world to sign a “Memorandum of Understanding.” The unique relationship between these organizations provides the opportunity to learn from, share with, and assist each other with individual and mutual goals.

The anniversary theme, “Illuminating the Past – A Beacon for the Future,” which will be used throughout the year, honors the past, present, and future of the organization. Anniversary celebrations will culminate at the NCSBN Delegate Assembly and Annual Meeting Aug. 14-16, 2013, in Providence, R.I.
RULES ADOPTED
The Board adopted rule language in February to Division 50 (851-050-0000, -0009), Division 52 (851-052-0040), and Division 54 (851-054-0060) that clarified the definition of an Oregon Based Nurse Practitioner Program and faculty and preceptor qualification requirements.

The Board also adopted rule language to Division 70 (851-070-0005, -0030, -0040, -0050, and -0100) that eliminated references to the third-party monitoring entity that was part of the Health Professionals’ Services Program. The change is a result of legislation passed during the 2012 Legislative Session.

NURSING POLICY
The Board archived an old nursing practice policy entitled, “Applied Psychophysiology and Biofeedback,” on the recommendation of the Nurse Practice Committee. Updates to policies entitled, “Nursing Assessment and Pronouncement of Death,” “Guidelines for Infusion Therapy,” and “Clarification of Transport Team Exemption Policy,” were approved by the Board.

EDUCATION
The Board approved the George Fox University RN program, located in Newberg, Ore., for up to 10 years. The Board also approved the Lane Community College RN program, located in Eugene, Ore., for up to eight years.

The Board also granted Pioneer Pacific College’s application for a LPN-RN Bridge Program, and OHSU’s proposal for a new Adult Gerontology Nurse Practitioner program. PPC’s program will be located in Springfield, Ore., and OHSU’s program will be in Portland, Ore.

ADMINISTRATION
According to Interim Executive Director Joy Ingwerson, RN, MSN, the second round of final candidate interviews for the agency’s new Executive Director are scheduled March 20. Members of the public and stakeholders will have an opportunity for involvement in the selection process on March 19. Details will be posted on the OSBN website. If the Board selects a candidate, the new director could begin work by the end of March; if no selection is made, the Board will reopen the position recruitment.

Ingwerson and Chief Financial Officer Sangit Shrestha also presented an outline of the Board’s budget and affirmative action plan. See story on page 5 for more information.

For complete meeting minutes, please visit the OSBN website at www. oregon.gov/OSBN/meetings. Board meeting agendas and rule hearing notices are posted on the OSBN website (www.oregon.gov/OSBN/ draft_policies_rules.shtml) at least 15 days prior to each meeting.
<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
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<td>1-16-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others.</td>
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<td>Using intoxicants to the extent injurious to herself or others.</td>
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<td>Fouchard Ambroise</td>
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<td>2-20-13</td>
<td>Fraud during the licensure process and failing to answer questions truthfully.</td>
</tr>
<tr>
<td>Etta M. Assuman</td>
<td>201310401CNA</td>
<td>Probation</td>
<td>2-20-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others, and failing to answer questions truthfully.</td>
</tr>
<tr>
<td>Jeanie A. Baker</td>
<td>CNA Applicant</td>
<td>Application Denied</td>
<td>2-20-13</td>
<td>Failing certification requirements.</td>
</tr>
<tr>
<td>Shannon L. Bradley</td>
<td>094003187RN</td>
<td>Voluntary Surrender</td>
<td>2-20-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals’ Services Program.</td>
</tr>
<tr>
<td>Amy B. Bray</td>
<td>L000912LPN</td>
<td>Revocation</td>
<td>2-20-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals’ Services Program.</td>
</tr>
<tr>
<td>Ellen L. Brewster</td>
<td>200412703CNA</td>
<td>Suspension</td>
<td>2-20-13</td>
<td>Minimum 14 day suspension. Failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Melanie G. Casebolt</td>
<td>081001797RN</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Inaccurate recordkeeping, and failure to conform to the essential standards of nursing practice.</td>
</tr>
<tr>
<td>Martina M. Chisholm</td>
<td>200710456CNA</td>
<td>Revocation</td>
<td>2-20-13</td>
<td>Identify Theft conviction and failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Lisa A. Cone</td>
<td>200541915RN</td>
<td>Revocation</td>
<td>2-20-13</td>
<td>Failing to cooperate with the Board during an investigation.</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Name</th>
<th>License Number</th>
<th>Discipline</th>
<th>Effective Date</th>
<th>Violations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regina A. Curtis</td>
<td>084060988RN</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Reprimand with conditions. Failing to supervise persons to whom nursing tasks have been assigned, failing to report actual or suspected incidents of abuse, failing to communicate information regarding client status, and failing to take action to preserve client safety.</td>
</tr>
<tr>
<td>Jennifer A. Davis</td>
<td>000038800CNA</td>
<td>Probation</td>
<td>1-16-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others.</td>
</tr>
<tr>
<td>Shannon Dell Rio</td>
<td>08507475RN/08507475RN1</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Failing to report actual or suspected incidents of abuse to the appropriate state authorities, and failing to take action to preserve or promote client safety.</td>
</tr>
<tr>
<td>Regina G. Downing</td>
<td>201142996RN</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Unauthorized removal of narcotics from the workplace, and practicing nursing while impaired.</td>
</tr>
<tr>
<td>Elaine M. Dunn</td>
<td>092003262RN</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Reprimand with conditions. Failing to maintain client records in a timely manner, performing acts beyond her authorized scope, and failing to conform to the essential standards of acceptable nursing practice.</td>
</tr>
<tr>
<td>Rebecca A. Forte</td>
<td>L001131RN</td>
<td>Probation</td>
<td>1-16-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others.</td>
</tr>
<tr>
<td>Sergio H. Gonzalez</td>
<td>201113288CNA</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Client abuse, and failing to perform CNA duties competently.</td>
</tr>
<tr>
<td>Elaine M. Harlan</td>
<td>078040082RN/078040082RN1</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Reprimand with conditions. Failing to take action to preserve client safety.</td>
</tr>
<tr>
<td>Jillian J. Hartman</td>
<td>20111313CNA</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Removing property from the workplace without authorization, and failing to cooperate with the Board during the course of an investigation.</td>
</tr>
<tr>
<td>Rachel A. Harp</td>
<td>200542222RN</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Multiple convictions and possessing unauthorized drugs.</td>
</tr>
<tr>
<td>Renee M. Headington</td>
<td>201310396CNA</td>
<td>Probation</td>
<td>2-20-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others. $3,750.00 civil penalty.</td>
</tr>
<tr>
<td>Jasen P. Henderson</td>
<td>Nurse Imposter</td>
<td>Civil Penalty</td>
<td>2-20-13</td>
<td>Fraud during the licensure process and failing to answer questions truthfully.</td>
</tr>
<tr>
<td>Angela L. Hickling</td>
<td>RN Applicant</td>
<td>Application Denied</td>
<td>2-20-13</td>
<td>Client abuse and failing to respect client rights and dignity.</td>
</tr>
<tr>
<td>June D. Hooper</td>
<td>200211587CNA</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals’ Services Program.</td>
</tr>
<tr>
<td>Mirian A. Hourigan</td>
<td>200742245RN</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Client neglect, failing to communicate information regarding the client status, and failing to perform CNA duties competently.</td>
</tr>
<tr>
<td>Rogeanna S. Hug</td>
<td>000028951CNA</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Using the client relationship for personal gain.</td>
</tr>
<tr>
<td>Dana R. Jennings</td>
<td>201113365CNA</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>One-year suspension, followed by 24-month probation. Violating the terms and conditions of a Board Order.</td>
</tr>
<tr>
<td>Erik D. Jensen</td>
<td>093000371RN</td>
<td>Suspension/Probation</td>
<td>2-20-13</td>
<td></td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
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<th>License Number</th>
<th>Discipline</th>
<th>Effective Date</th>
<th>Violations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kimberly T. D. Joers</td>
<td>200641699RN</td>
<td>Probation</td>
<td>2-20-13</td>
<td>24-month probation. Inaccurate recordkeeping. Tampering with Patient Records convition, and violating the terms and conditions of a Board Order.</td>
</tr>
<tr>
<td>Vicki R. Keller</td>
<td>089003209RN</td>
<td>Application Denied</td>
<td>1-16-13</td>
<td>Failing to answer questions truthfully, using intoxicants to the extent injurious to herself or others, failing to conform to the essential standards of acceptable nursing practice, and failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Allen W. King</td>
<td>201041908RN</td>
<td>Voluntary Surrender</td>
<td>2-20-13</td>
<td>Falsifying a client record.</td>
</tr>
<tr>
<td>Cheryl L. Knutson</td>
<td>095000385RN</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Obtaining drugs without authorization, and using intoxicants to the extent injurious to herself or others.</td>
</tr>
<tr>
<td>Patricia A. Kolkow</td>
<td>081012597RN</td>
<td>Voluntary Surrender</td>
<td>2-20-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals' Services Program.</td>
</tr>
<tr>
<td>Laura A. Koskenmaki</td>
<td>096007347RN</td>
<td>Suspension</td>
<td>1-16-13</td>
<td>Minimum 14 day suspension. Failing to maintain tax compliance with the Oregon Department of Revenue (per ORS 305.385).</td>
</tr>
<tr>
<td>Stacy R. Kreger</td>
<td>200540772RN</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Client neglect and failing to take action to promote client safety.</td>
</tr>
<tr>
<td>Thaddeus R. Kwiecinski</td>
<td>078041360RN</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Possessing unauthorized prescription drugs.</td>
</tr>
<tr>
<td>Judith A. Fowler Langston</td>
<td>086000289RN</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals' Services Program.</td>
</tr>
<tr>
<td>Bailey A. Lawrence</td>
<td>201030109LPN</td>
<td>Revocation</td>
<td>2-20-13</td>
<td>Using intoxicants to an extent injurious to herself or others, and failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Shon P. Lochrie</td>
<td>000034036CNA/</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Incomplete and inaccurate recordkeeping, and performing acts beyond her authorized duties.</td>
</tr>
<tr>
<td></td>
<td>000034036CMA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monica R. Lohman</td>
<td>201110426CNA</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Client abuse and failing to perform CNA duties competently.</td>
</tr>
<tr>
<td>Elbridge Gerry J. Louthan</td>
<td>201112980CNA</td>
<td>Probation</td>
<td>1-16-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others.</td>
</tr>
<tr>
<td>Jennifer L. Lucas</td>
<td>200641662RN</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals' Services Program.</td>
</tr>
<tr>
<td>Claudia E. Magruder</td>
<td>200510563CNA</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Misrepresentation during the certification process and failing to answer questions truthfully.</td>
</tr>
<tr>
<td>Denise N. Marker</td>
<td>201211725CNA</td>
<td>Probation</td>
<td>2-20-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others.</td>
</tr>
<tr>
<td>Cathy J. McGinnis</td>
<td>000037169CNA</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Client neglect.</td>
</tr>
<tr>
<td>Lori B. McMurtrey</td>
<td>094003136RN</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Failing to teach and supervise unlicensed persons to whom nursing tasks had been delegated, incomplete recordkeeping, and failing to conform to the essential standards of acceptable nursing practice.</td>
</tr>
<tr>
<td>Teresa I. McNeelley</td>
<td>000021599CNA</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Client neglect.</td>
</tr>
<tr>
<td>Melissa R. Metcalf</td>
<td>200342015RN</td>
<td>Voluntary Surrender</td>
<td>2-20-13</td>
<td>Violating the terms and conditions of a Board Order.</td>
</tr>
<tr>
<td>April M. Miotke</td>
<td>201130524LPN</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Failing to develop, implement and/or follow through with the plan of care, and failing to conform to the essential standards of acceptable nursing practice.</td>
</tr>
<tr>
<td>Kelly M. Morris</td>
<td>201143355RN</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Reprimand with conditions for improperly delegating tasks of nursing care to unlicensed persons.</td>
</tr>
<tr>
<td>Natisha V. Morrison</td>
<td>RN Applicant</td>
<td>Application Denied</td>
<td>2-20-13</td>
<td>Fraud during the licensure process and failing to answer questions truthfully.</td>
</tr>
<tr>
<td>Cher L. Nycz</td>
<td>200812616CNA</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Client neglect, and failing to respect client rights and dignity.</td>
</tr>
<tr>
<td>Peter G. Oakeshott</td>
<td>RN Applicant</td>
<td>Application Denied</td>
<td>1-16-13</td>
<td>Exceeding the three-year limit granted for testing following graduation or program completion.</td>
</tr>
<tr>
<td>Amber N. Potts</td>
<td>200941725RN</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Failing to respect client dignity and rights, and failure to conform to the essential standards of acceptable nursing practice.</td>
</tr>
<tr>
<td>Jennifer L. Quesada</td>
<td>200742059RN</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals' Services Program.</td>
</tr>
<tr>
<td>Ariel C. Reed</td>
<td>200612576CNA</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Using intoxicants to the extent injurious to herself or others, and failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Amy D. Rondot</td>
<td>200630441LPN</td>
<td>Voluntary Surrender</td>
<td>2-20-13</td>
<td>Tampering with Drug Records convition, failing to answer questions truthfully, and failing to conform to the essential standards of acceptable nursing practice.</td>
</tr>
<tr>
<td>Holly H. Rudick</td>
<td>000040074CNA</td>
<td>Voluntary Surrender</td>
<td>1-16-13</td>
<td>Exploiting the client relationship for personal gain, and failing to respect client rights and dignity.</td>
</tr>
<tr>
<td>Barbara A. Rund</td>
<td>098003223RN</td>
<td>Reprimand</td>
<td>2-20-13</td>
<td>Failing to follow the plan of care.</td>
</tr>
<tr>
<td>Rita L. Sedivy</td>
<td>077038879RN</td>
<td>Reprimand</td>
<td>1-16-13</td>
<td>Using intoxicants to the extent injurious to herself or others, and failing to provide requested documents.</td>
</tr>
<tr>
<td>Kathrin J. Schoppert</td>
<td>200341158RN</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Failing to comply with the terms and conditions of the Health Professionals' Services Program.</td>
</tr>
<tr>
<td>Christina S. E. Schwend</td>
<td>200501719CNA</td>
<td>Suspension</td>
<td>1-16-13</td>
<td>Minimum 14 day suspension. Failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Tamara S. Sharp</td>
<td>200341459RN</td>
<td>Probation</td>
<td>1-16-13</td>
<td>24-month probation. Using intoxicants to the extent injurious to herself or others.</td>
</tr>
<tr>
<td>Bonnie J. Sheller</td>
<td>201010049CNA</td>
<td>Revocation</td>
<td>1-16-13</td>
<td>Failing to provide requested documents and failing to cooperate with the Board during an investigation.</td>
</tr>
<tr>
<td>Joshua J. Sikes</td>
<td>200841341RN</td>
<td>Suspension/Probation</td>
<td>2-20-13</td>
<td>One-year suspension, followed by 24-month probation. Failing to comply with the terms and conditions of the Health Professionals' Services Program.</td>
</tr>
<tr>
<td>Weldie Jean Simon</td>
<td>201240797RN</td>
<td>Revocation</td>
<td>2-20-13</td>
<td>Fraud during the licensure process.</td>
</tr>
</tbody>
</table>
**OREGON STATE BOARD OF NURSING**

- **Megan A. Simmons**: License Number 200441210RN, Reprimand, Effective Date 2-20-13, Violation: Failing to conform to the essential standards of acceptable nursing practice.
- **Maureen M. Skatvold**: License Number 097006043RN, Probation, Effective Date 2-20-13, Violation: 24-month probation. Violating the terms and conditions of the Health Professionals’ Services Program.
- **Jessica Stevens**: License Number 201010274CNA, Reprimand, Effective Date 2-20-13, Violation: Client neglect.
- **Candace J. Sturtevant**: License Number 087003224LPN, Suspension, Effective Date 1-16-13, Violation: Minimum 14 day suspension. Failing to maintain tax compliance with the Oregon Department of Revenue (per ORS 305.385).
- **Monica T. Stutzman**: License Number 200441296RN, Reprimand, Effective Date 1-16-13, Violation: Incomplete and inaccurate recordkeeping, and failing to follow through with the plan of care.
- **Trena S. Sutton**: License Number 200030227LPN, Voluntary Surrender, Effective Date 1-16-13, Violation: Failing to comply with the terms and conditions of the Health Professionals’ Services Program.
- **Catherine G. Tahirovic**: License Number 200742550RN, Probation, Effective Date 2-20-13, Violation: 24-month probation. Unauthorized removal of drugs from the workplace, and using intoxicants to the extent injurious to herself or others.
- **Annette C. Tobiason**: License Number 200812702CNA, Reprimand, Effective Date 1-16-13, Violation: Client abuse, failing to respect client dignity, and failing to cooperate with the Board during an investigation.
- **Momodu A. Turay**: License Number 200310886CNA, Suspension, Effective Date 2-20-13, Violation: 30-day suspension with conditions. Abuse and neglect of a client, and failing to respect client rights.
- **Laura E. Wilson**: License Number 087000408RN, Suspension, Effective Date 2-20-13, Violation: Failing to perform CNA duties competently.
- **Regenia D. Wilson**: License Number 200310886CNA, Suspension, Effective Date 2-20-13, Violation: Failing to perform CNA duties competently.
- **Samantha K. Zomar**: License Number 200940743RN, Voluntary Surrender, Effective Date 1-16-13, Violation: Failing to perform CNA duties competently.

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A new mission... A new vision... A new future for nursing!

As part of the Foundation’s ongoing efforts to advance the profession of nursing in Oregon, our Board and staff have re-evaluated the Foundation’s programs and have crafted a **new direction** which we believe will help us transform the profession of nursing in the coming years. Our Three Priorities:

1) **SCHOLARSHIPS**: to help address the looming nursing shortage in Oregon, and to ensure that diverse individuals from all walks of life can afford to enter the profession of nursing (or pursue advanced degrees in nursing practice), ONF will develop a wider range of scholarships to help offset the costs of nursing study.

2) **WORKFORCE ASSISTANCE**: with the American health care system experiencing seismic changes (seemingly every day!), Oregon’s nursing workforce needs access to up-to-the-minute information, training and education to develop new skills and respond to new demands. Among the many programs ONF will fund are Coordinated Care Management, transition training for nurses leaving the hospital setting for other practice locations, and more.

3) **RETENTION PROGRAMS**: nurses face many personal and professional challenges and ONF is committed to providing programs to help nurses already in the profession deal with those challenges and remain in nursing. Among the programs that ONF will fund are the WorkHealthy Oregon program, the Professional Recovery Network and NAN (Nurse Assistance Network)...all of which provide nurses the support they need to stay in the profession.

**How can YOU help?**

Because ONF is a 501c3 non-profit, your contribution is **100% tax deductible**! Please, consider making a donation to the Foundation today to help us in our important work. There are a few ways that you can donate:

First, you can send a check, made payable to Oregon Nurses Foundation, to 18765 SW Boones Ferry Road, Suite 200, Tualatin, OR 97062.

Second, you can go online to our RALLY fundraising page, [www.Rally.org/ONFLaunch](http://www.Rally.org/ONFLaunch), and make a secure donation online. You can also set up a monthly recurring donation!

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