

OREGON BOARD OF NURSING SENTINEL

[VO.32 • NO.1 • MAR 2013]

**BOARD OF
NURSING
2013-15
BUDGET
OVERVIEW**

**National
Licensing
Examination
Passing
Standard
Increases for
RNs in 2013**

**Headmaster
Wins NA/MA
Testing
Contract**

A PUBLICATION OF THE OREGON STATE BOARD OF NURSING

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www.oregon.gov/OSBN

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Monday - Friday
7:30 a.m. - 4:00 p.m.

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Linda Mill, RN
Secretary
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Gary Hickmann, RN
Bonnie Kostelecky, RN
Benjamin Souede, JD
Public Member
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SENTINEL

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David Brown, President • dbrown@pcipublishing.com
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EDITION 17

2013 OSBN BOARD MEETING DATES

04/24/2013 WEDNESDAY **8:30 AM**
OSBN Board Meeting--Day 1
(Executive Session)

04/25/2013 THURSDAY **8:30 AM**
OSBN Board Meeting--Day 2

05/15/2013 WEDNESDAY **4:30 PM**
OSBN Board Meeting, via Teleconference
(Executive Session)

06/19/2013 WEDNESDAY **8:30 AM**
OSBN Board Meeting--Day 1
(Executive Session)

06/20/2013 THURSDAY **8:30 AM**
OSBN Board Meeting--Day 2

07/17/2013 WEDNESDAY **4:30 PM**
OSBN Board Meeting, via Teleconference
(Executive Session)

08/14/2013 WEDNESDAY **4:30 PM**
OSBN Board Meeting, via Teleconference
(Executive Session)

09/25/2013 WEDNESDAY **8:30 AM**
OSBN Board Meeting--Day 1
(Executive Session)

09/26/2013 THURSDAY **8:30 AM**
OSBN Board Meeting--Day 2

10/16/2013 WEDNESDAY **4:30 PM**
OSBN Board Meeting, via Teleconference
(Executive Session)

11/20/2013 WEDNESDAY **8:30 AM**
OSBN Board Meeting--Day 1
(Executive Session)

11/21/2013 THURSDAY **8:30 AM**
OSBN Board Meeting--Day 2

All Board Meetings, except Executive Sessions, are open to the public. All meetings are located at the OSBN Office, 17938 SW Upper Boones Ferry Rd, Portland.

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. Kostelecky 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 SOUEDE, JD, PUBLIC MEMBER

Term: 3/1/10 - 12/31/12, 1/1/13 – 12/31/15
Mr. Souede 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. Souede resides in Portland, Ore.

MAX TENSCHER, RN, FNP

Term: 3/1/10 - 12/31/12, 1/1/13 – 12/31/15
Mr. Tenschler is a Family Nurse Practitioner and currently owns Integrative Primary Care Associates, in Portland, Ore. He received his Associate's 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 for 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.

Board of Nursing 2013-15 Budget Overview

The 2013 Oregon Legislative Session is proceeding briskly and the Board of Nursing is tracking several dozen bills, in addition to preparing for its budget presentation scheduled currently for April 9 before the Joint Committee on Ways and Means Human Services Subcommittee. Although the Board is an Other Funded agency, which means it is supported mainly by licensing fees and receives no General Fund money, it must receive approval from the Legislature to spend those funds.

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

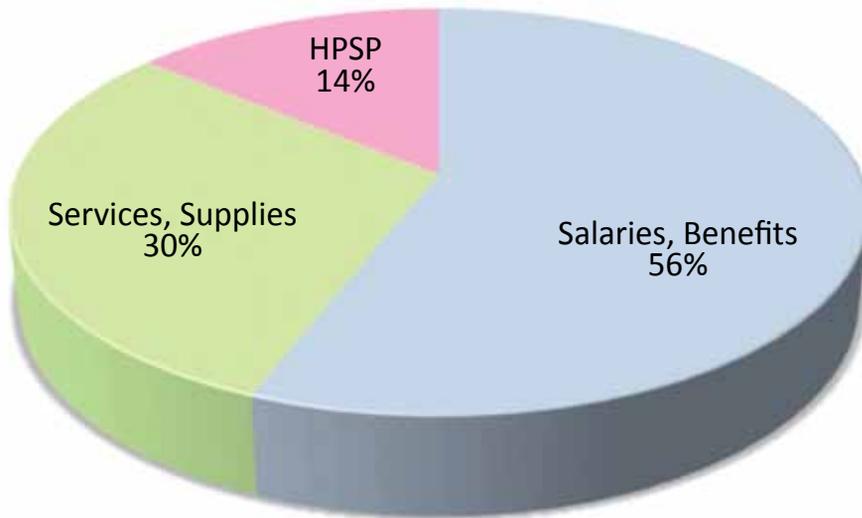
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OSBN Stats — Fiscal Year 2012

Staff:	48
Number of Licensees:	72,134
Number of Licenses:	76,991
Renewal Applications Processed:	34,378
New Applications Processed:	8,154
Complaints Received/Investigated:	2,645

OSBN 2013-15 Budget Expenditures



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.



By OSBN Education Consultant Joy Ingwerson, RN, MSN

National Licensing Examination *Passing Standard Increases for RNs in 2013*

The National Council Licensing Examination (NCLEX®) for entry-level Registered Nurses is a test developed and maintained by the National Council of State Boards of Nursing (NCSBN). All currently licensed nurses completed an entrance examination of some kind. Since 1982 the NCLEX® has been the required exam. The change to strictly computer adaptive testing methodology took place in 1994. The exam development process is a rigorous one that includes multiple steps of review by nurses, nurse regulators, examination development experts and psychometricians weighing in before a test item becomes part of the master pool from which items are selected for each candidate.

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

Effective April 1, 2013, the passing standard for the NCLEX-RN® will be raised to 0.00 logits from the current -0.16 logits.



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

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The test plan focuses on the knowledge, skills, and abilities that are essential for the nurse to utilize as they provide care to clients.

graduate nurses are employed also informs the assignment of the passing standard.

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>

REFERENCES

- Wendt, A., Kenny, L., & Brown, K. (2010). Keeping the NCLEX-RN Current. *Nurse Educator*, 35(1), 1-3.
- Wendt, A., & Kenny, L. (2007). Setting the passing standard for the National Council Licensure Examination for Registered Nurses. *Nurse Educator*, 32(3), 104-108.

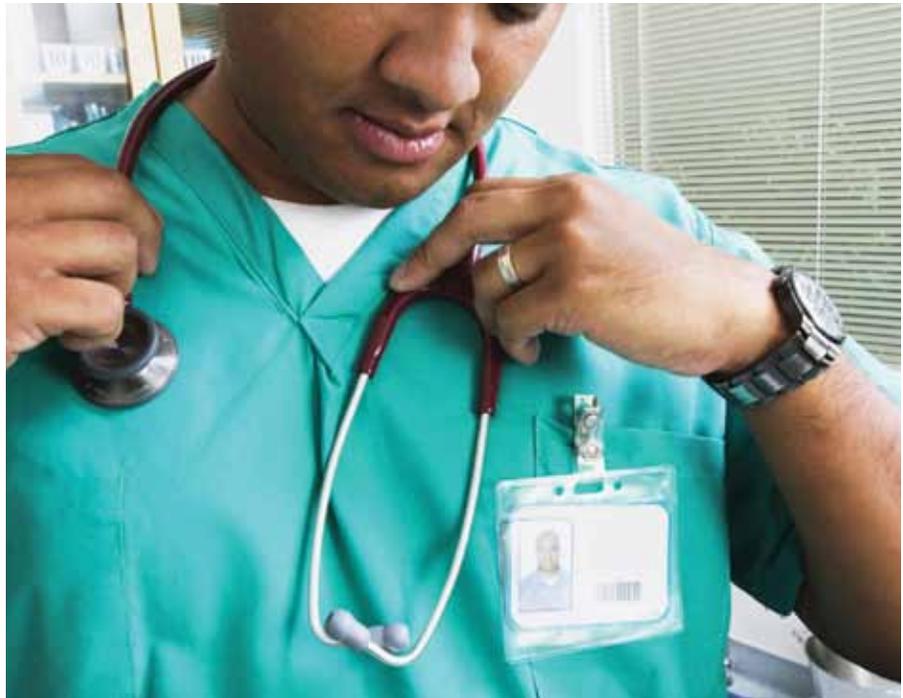
By OSBN Nursing Assistant Program Consultant *Debra K. Buck, RN, MS*

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 analy-

sis. 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 popu-

lations as well as p-value and bi-serial correlations for each beta item. 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

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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/macurr_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).



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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's 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 unli-

censed 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 sys-

tem. 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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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://listsmart.osl.state.or.us/mailman/listinfo/osbn_bd_mtg_agenda
- Rule hearing notices:
http://listsmart.osl.state.or.us/mailman/listinfo/osbn_rule_hearing_notif
- Information regarding RNs and LPNs, including scopes-of-practice:
<http://listsmart.osl.state.or.us/mailman/listinfo/rnandlpn>
- Information regarding Advanced Practice nursing:
<http://listsmart.osl.state.or.us/mailman/listinfo/aprnboardnews>
- Information regarding CNAs and CMAs, including authorized duties:
<http://listsmart.osl.state.or.us/mailman/listinfo/cnaprogram>
- Information regarding all other State of Oregon automated mailing lists:
<http://listsmart.osl.state.or.us/mailman/listinfo>

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

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
- The Nurse Practice Act:
www.oregon.gov/OSBN/adminrules.shtml
- Board policies (practice & discipline):
www.oregon.gov/OSBN/Position_Papers.shtml
- 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
- License verification system:
<http://osbn.oregon.gov/OSBNVerification/Default.aspx>
- Online license renewals:
<https://osbn.oregon.gov/OBNPortal/DesktopDefault.aspx?tabindex=0&tabid=5&utyp=4>
- 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.

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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 imple-

ment 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.

In order for nursing regulation to keep pace in an evolving health care environment, NCSBN has adopted numerous position statements, guiding principles and model acts and rules throughout the last 35 years for use by BONs, including its most recent white paper, “A Nurse’s Guide to the Use of Social Media.” Additionally, “The First 25 Years: 1978-2003,” “Nursing Pathways for Patient Safety” and “The Substance Use Disorder in Nursing Manual: A Resource Manual and Guidelines for Alternative



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



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

international government agencies, aiming toward realizing its vision of building regulatory expertise worldwide.

In 2008, NCSBN welcomed its first international associate member; the organization now counts 12 associate members among its ranks. This membership category is designed to provide a forum by which nursing regulatory bodies from around the globe can join in a dialogue regarding issues of common concern. Additionally, all members are able to share information and knowledge in a multicultural exchange of thoughts and ideas.

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.

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.

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

CBS Community Partnership Program. This followed on the heels of another successful television commercial that introduced consumers to the work of boards of nursing in the U.S.

NCSBN works collaboratively with other nursing and health care organizations, as well as local, state, national, and

YOUR BOARD IN ACTION

*Highlights from the
February 2013 Board Meeting*

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.



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DISCIPLINARY ACTIONS

Name	License Number	Discipline	Effective Date	Violations
Jennifer Aamodt	201010333CNA	Probation	1-16-13	24-month probation. Using intoxicants to the extent injurious to herself or others.
Andrea M. Abshire	200711137CNA/ 200820087CMA	Revocation	1-16-13	Using intoxicants to the extent injurious to herself or others.
Michelle L. Allen	000038331CNA	Application Denied	2-20-13	Using intoxicants to the extent injurious to herself or others.
Fouchard Ambrose	RN Applicant	Application Denied	2-20-13	Fraud during the licensure process and failing to answer questions truthfully.
Etta M. Assuman	201310401CNA	Probation	2-20-13	24-month probation. Using intoxicants to the extent injurious to herself or others, and failing to answer questions truthfully.
Jeanie A. Baker	CNA Applicant	Application Denied	2-20-13	Failing certification requirements.
Shannon L. Bradley	094003187RN	Voluntary Surrender	2-20-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Amy B. Bray	L000912LPN	Revocation	2-20-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Ellen L. Brewster	200412703CNA	Suspension	2-20-13	Minimum 14 day suspension. Failing to cooperate with the Board during an investigation.
Melanie G. Casebolt	081001797RN	Reprimand	2-20-13	Inaccurate recordkeeping, and failure to conform to the essential standards of nursing practice.
Martina M. Chisholm	200710456CNA	Revocation	2-20-13	Identify Theft conviction and failing to cooperate with the Board during an investigation.
Carey A. Christian	200841429RN	Probation	2-20-13	24-month probation. Identity Theft and Forgery convictions, and obtaining unauthorized drugs.
Lisa A. Cone	200541915RN	Revocation	2-20-13	Failing to cooperate with the Board during an investigation.



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Name	License Number	Discipline	Effective Date	Violations
Regina A. Curtis	084060988RN	Reprimand	1-16-13	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.
Jennifer A. Davis	000038800CNA	Probation	1-16-13	24-month probation. Using intoxicants to the extent injurious to herself or others.
Shannon Dell Rio	085074775RN/ 085074775N1	Reprimand	1-16-13	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.
Regina G. Downing	201142996RN	Voluntary Surrender	1-16-13	Unauthorized removal of narcotics from the workplace, and practicing nursing while impaired.
Elaine M. Dunn	092003262RN	Reprimand	1-16-13	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.
Rebecca A. Forte	L001131RN	Probation	1-16-13	24-month probation. Using intoxicants to the extent injurious to herself or others.
Sergio H. Gonzalez	201113288CNA	Revocation	1-16-13	Client abuse, and failing to perform CNA duties competently.
Elaine M. Harlan	078040082RN/ 078040082N1	Reprimand	2-20-13	Reprimand with conditions. Failing to take action to preserve client safety.
Jillian J. Hartman	201113133CNA	Revocation	1-16-13	Removing property from the workplace without authorization, and failing to cooperate with the Board during the course of an investigation.
Rachel A. Harp	200542222RN	Voluntary Surrender	1-16-13	Multiple convictions and possessing unauthorized drugs.
Renee M. Headington	201310396CNA	Probation	2-20-13	24-month probation. Using intoxicants to the extent injurious to herself or others.
Jasen P. Henderson	Nurse Imposter	Civil Penalty	2-20-13	\$3,750.00 civil penalty.
Angela L. Hickling	RN Applicant	Application Denied	2-20-13	Fraud during the licensure process and failing to answer questions truthfully.
June D. Hooper	200211587CNA	Revocation	1-16-13	Client abuse and failing to respect client rights and dignity.
Mirian A. Hourigan	200742249RN	Revocation	1-16-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Rogeanna S. Hug	000028951CNA	Revocation	1-16-13	Client neglect, failing to communicate information regarding the client status, and failing to perform CNA duties competently.
Dana R. Jennings	201011365CNA	Reprimand	1-16-13	Using the client relationship for personal gain.
Erik D. Jensen	093000371RN	Suspension/Probation	2-20-13	One-year suspension, followed by 24-month probation. Violating the terms and conditions of a Board Order.

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Name	License Number	Discipline	Effective Date	Violations
Kimberly T. D. Joers	200641699RN	Probation	2-20-13	24-month probation. Inaccurate recordkeeping, Tampering with Patient Records conviction, and violating the terms and conditions of a Board Order.
Vicki R. Keller	089003209RN	Application Denied	1-16-13	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.
Allen W. King	201041908RN	Voluntary Surrender	2-20-13	Falsifying a client record.
Cheryl L. Knutson	095000385RN	Revocation	1-16-13	Obtaining drugs without authorization, and using intoxicants to the extent injurious to herself or others.
Patricia A. Kolkow	081012597RN	Voluntary Surrender	2-20-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Laura A. Koskenmaki	096007347RN	Suspension	1-16-13	Minimum 14 day suspension. Failing to maintain tax compliance with the Oregon Department of Revenue (per ORS 305.385).
Stacy R. Kreger	200540772RN	Reprimand	1-16-13	Client neglect and failing to take action to promote client safety.
Thaddeus R. Kwiecinski	078041306RN	Voluntary Surrender	1-16-13	Possessing unauthorized prescription drugs.
Judith A. Fowler Langston	086000289RN	Voluntary Surrender	1-16-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Bailey A. Lawrence	201030109LPN	Revocation	2-20-13	Using intoxicants to an extent injurious to herself or others, and failing to cooperate with the Board during an investigation.
Shon P. Lochrie	000034036CNA/ 000034036CMA	Reprimand Voluntary Surrender	1-16-13	Incomplete and inaccurate recordkeeping, and performing acts beyond her authorized duties.
Monica R. Lohman	201110426CNA	Reprimand	2-20-13	Client abuse and failing to perform CNA duties competently.
Elbridge Gerry J. Louthan	201112980CNA	Probation	1-16-13	24-month probation. Using intoxicants to the extent injurious to himself or others.
Jennifer L. Lucas	200641662RN	Voluntary Surrender	1-16-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Claudia E. Magruder	200510563CNA	Reprimand	2-20-13	Misrepresentation during the certification process and failing to answer questions truthfully.
Denise N. Marker	201211725CNA	Probation	2-20-13	24-month probation. Using intoxicants to the extent injurious to herself or others.
Cathy J. McGinnis	000037169CNA	Reprimand	1-16-13	Client neglect.
Lori B. McMurtrey	094003136RN	Reprimand	2-20-13	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.
Teresa I. McNeeley	000021599CNA	Reprimand	2-20-13	Client neglect.
Melissa R. Metcalf	200342015RN	Voluntary Surrender	2-20-13	Violating the terms and conditions of a Board Order.
April M. Miotke	201130524LPN	Reprimand	1-16-13	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.
Kelly M. Morris	201143355RN	Reprimand	2-20-13	Reprimand with conditions for improperly delegating tasks of nursing care to unlicensed persons.
Natisha V. Morrison	RN Applicant	Application Denied	2-20-13	Fraud during the licensure process and failing to answer questions truthfully.
Cher L. Nycz	200812616CNA	Voluntary Surrender	1-16-13	Client neglect, and failing to respect client rights and dignity.
Peter G. Oakeshott	RN Applicant	Application Denied	1-16-13	Exceeding the three-year limit granted for testing following graduation or program completion.
Amber N. Potts	200941725RN	Reprimand	2-20-13	Failing to respect client dignity and rights, and failure to conform to the essential standards of acceptable nursing practice.
Jennifer L. Quesada	200742059RN	Voluntary Surrender	1-16-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Ariel C. Reed	200612576CNA	Voluntary Surrender	1-16-13	Using intoxicants to the extent injurious to herself or others, and failing to cooperate with the Board during an investigation.
Amy D. Rondot	200630441LPN	Voluntary Surrender	2-20-13	Tampering with Drug Records conviction, failing to answer questions truthfully, and failing to conform to the essential standards of acceptable nursing practice.
Holly H. Rudick	000040074CNA	Voluntary Surrender	1-16-13	Exploiting the client relationship for personal gain, and failing to respect client rights and dignity.
Barbara A. Rund	098003223RN	Reprimand	2-20-13	Failing to follow the plan of care.
Rita L. Sedivy	077038879RN	Revocation	1-16-13	Using intoxicants to the extent injurious to herself or others, and failing to provide requested documents.
Kathrin J. Schoppert	200341158RN	Revocation	1-16-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Christina S. E. Schwend	200510719CNA	Suspension	1-16-13	Minimum 14 day suspension. Failing to cooperate with the Board during an investigation.
Tamara S. Sharp	200341459RN	Probation	1-16-13	24-month probation. Using intoxicants to the extent injurious to herself or others.
Bonnie J. Sheller	201010049CNA	Revocation	1-16-13	Failing to provide requested documents and failing to cooperate with the Board during an investigation.
Joshua J. Sikes	200841341RN	Suspension/Probation	2-20-13	One-year suspension, followed by 24-month probation. Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Weldie Jean Simon	201240797RN	Revocation	2-20-13	Fraud during the licensure process.

Name	License Number	Discipline	Effective Date	Violations
Megan A. Simmons	200441210RN	Reprimand	2-20-13	Failing to conform to the essential standards of acceptable nursing practice.
Maureen M. Skatvold	097006043RN	Probation	2-20-13	24-month probation. Violating the terms and conditions of the Health Professionals' Services Program.
Jessica Stevens	201010274CNA	Reprimand	2-20-13	Client neglect.
Candace J. Sturtevant	087003224LPN	Suspension	1-16-13	Minimum 14 day suspension. Failing to maintain tax compliance with the Oregon Department of Revenue (per ORS 305.385).
Monica T. Stutzman	200441296RN	Reprimand	1-16-13	Incomplete and inaccurate recordkeeping, and failing to follow through with the plan of care.
Trena S. Sutton	200030227LPN	Voluntary Surrender	1-16-13	Failing to comply with the terms and conditions of the Health Professionals' Services Program.
Catherine G. Tahirovic	200742550RN	Probation	2-20-13	24-month probation. Unauthorized removal of drugs from the workplace, and using intoxicants to the extent injurious to herself or others.
Annette C. Tobiason	200812702CNA	Reprimand	1-16-13	Failing to perform CNA duties competently.
Momodu A. Turay	200410106CNA	Revocation	2-20-13	Client abuse, failing to respect client dignity, and failing to cooperate with the Board during an investigation.
Laura E. Wilson	087000408RN	Suspension	2-20-13	Minimum 14 day suspension. Failing to cooperate with the Board during an investigation.
Regenia D. Wilson	200310886CNA	Suspension	2-20-13	30-day suspension with conditions. Abuse and neglect of a client, and failing to respect client rights.
Samantha K. Zomar	200940743RN	Voluntary Surrender	1-16-13	Violating the terms and conditions of a Board Order.



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Established in 1982, the Oregon Nurses Foundation is a tax-exempt, charitable 501(c)(3) organization. The Foundation seeks to advance the profession of nursing in Oregon by raising funds to support our three key areas of focus.

OREGON NURSES FOUNDATION

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**, and make a secure donation online. You can also set up a monthly recurring donation!

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**Together, we can make a difference
for the future of nursing**



SCHOLARSHIPS - WORKFORCE ASSISTANCE - RETENTION PROGRAMS

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