

Ohio Board of Nursing

Spring 2011 • Volume 9 Issue 2

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Official Publication of the Ohio Board of Nursing



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***Momentum* reaches every nurse, dialysis technician, medication aide, and community health worker, as well as, every hospital and nursing school administrator in the state of Ohio. Over 200,000 copies are addressed and mailed statewide.**

ON THE COVER, Representatives of Ohio Transition to Practice Participants: Rachel Adeyanju, O’Bleness Memorial Hospital; Brenda Barnes, Miami Valley Hospital and Atrium; Rhonda Bates, The Jewish Hospital; Kelly Beck, Morrow County Hospital; Sandy Beidelschies, Knox Community Hospital; Mary Bigowsky, St. Elizabeth Health Center; Joy Bischoff, Hardin Memorial Hospital; M. Susan Caudil, Mount Carmel St. Ann’s; Cheryl Christ-Libertin, Akron Children’s Hospital; Andrea Colecchi, Robinson Memorial; Kathy Coon, Knox Community Hospital; Anne Marie Cooper, Elyria Memorial Hospital; Annette Crews, St. Luke’s Hospital; Cathy Day, Community Hospitals and Wellness Center; Valerie DeCamp, Southern Ohio Medical Center; Joy Dienger, Bethesda North; Joy Douglas, Mercy Anderson; Aris Eliades, Akron Children’s Hospital; Melinda Faber, Marion General Hospital; Sandy Fletcher, Atrium Medical Center; Loraine Frank-Lightfoot, Wooster Community Hospital; Kristin Gardner, Berger Health System; Sandy Germano, Summa Akron City/St. Thomas; Tish Guzman-Edwards, Grandview Medical Center; Judith M. Horton, Flower Hospital; Betsy Houchen, Executive Director, Ohio Board of Nursing; Beverly Hughes, Fayette County Memorial Hospital; Cathy Keifer, Mercy Spring Field Regional Medical Center; Mary Lou Koenig, Good Samaritan Hospital; Chris Koffel, The Toledo Hospital; Jen Luthi, Defiance Regional Medical Center; Catherine Mason, Summa Western Reserve Hospital; Linda Maurer, Wilson Memorial Hospital; Patricia McKee, Mount Carmel East; Pamela Melvin, Fayette County Memorial Hospital; Joey Miller, Holzer Medical Center-Gallipolis; Janie Mitchell, Ohio Health; Liz O’Grady, Summa Barberton; Angela Ott, Aultman Hospital; Cathy Patton, St. Rita’s Medical Center; Susan Powell, The Children’s Medical Center of Dayton; Paula Renker, Grant Medical Center; Penny Roberts, Holzer Medical Center-Jackson; Theresa A. Roth, Shelby Hospital; Heidi Shank, Bay Park Community Hospital; Janet Siemer, Mercy Hospital Western Hills; Melissa Sutton, Blanchard Valley; Emma Jane Tapp, Crystal Clinic Orthopedic Center; Hope Tindor, Fairfield Medical Center; Linda Turpin, The Christ Hospital; Kendra Varner, Grandview Medical Center; Jane Versaw, Mansfield Hospital; Melanie Wheeler, Fostoria Community Hospital; Cathy Wiegand, Mercy St. Vincent; Lisa Wolf, Mount Carmel West; Joyce Zurmehly, Ohio Transition to Practice Coordinator, Adena Health System. **Cover Photo Credit: Andrew Campbell**



Bertha Lovelace,
RN, CRNA
Board President

We are happy to welcome two new members to the Board, Rhonda Barkheimer, RN, CNP, and Sue Morano, RN. Rhonda is a nurse practitioner practicing women's health in the Canton area. Sue most recently served as a Senator for the 13th District, and she works in the intensive care unit at Mercy Health Partners in Lorain. We look forward to working with them on the Board. At the same time we acknowledge the service and contributions of Anne Barnett, RN, whose Board term ended. Anne served as the Supervising Member for Disciplinary Matters for two years and also chaired both the Continuing Education Advisory Group and the Dialysis Advisory Group during her tenure. We thank her for her commitment and dedication to public protection.

With Spring comes the beginning of the renewal cycle for RNs in Ohio. In March, the Board mailed over 174,000 renewal notification letters to RNs. The letter provides you with



your password to renew online. We encourage you to renew online as it is the fastest, most convenient and cost effective method of renewal. Please renew early!

As part of online renewal this year, the Board, in conjunction with the National Council of State Boards of Nursing, is conducting a nursing workforce survey. The goal of the survey is to provide a "snapshot" of the nursing workforce in Ohio and contribute to a national workforce

database. It consists of questions about work setting, employment status, education, practice area, and the survey should take less than ten minutes to complete. Please complete it to provide information about the nursing workforce in Ohio.

And RNs, please renew online as soon as possible. •

Bertha M. Lovelace



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FROM THE EXECUTIVE DIRECTOR

Ohio is proud to be one of the three states chosen for the National Council of State Boards of Nursing (NCSBN) Transition to Practice study. The study is a longitudinal, multi-site, randomized study that will examine the effect of NCSBN's Transition to Practice model on safety and quality outcomes for newly licensed registered nurses transitioning to practice in the acute care setting. The other states chosen were North Carolina and Illinois.



Betsy J. Houchen,
RN, MS, JD
Executive Director

**We are proud
that Ohio built a
statewide coalition
of 68 hospitals
with a commitment
that approximately
354 newly licensed
nurses will
participate in
the study.**

a need for more intense orientation or practice experience to assist new nurses making the transition from education to practice. In 2010, OONE completed a white paper and organized a "Day of Dialogue" that included the Board of Nursing, nursing educators, nursing and hospital administrators, the Ohio Hospital Association, and nursing practice representatives. The Board worked with the Committee and supported Ohio's participation in the study.

We are proud that Ohio built a statewide coalition of 68 hospitals with a commitment that approximately 354 newly licensed nurses will participate in the study. We are pleased that successful collaboration and consensus building among all facets of nursing contributed to Ohio's success.

Included in this issue of *Momentum* is additional information about the study. The front page of the Board web site (www.nursing.ohio.gov) provides a link to the white paper. •

We believe that Ohio being chosen was the result of a great amount of work, led by the Ohio Organization of Nurse Executives (OONE), which developed consensus and collaboration among the worlds of nursing regulation, practice, and education.

In 2007-2008, the OONE Legislative and Practice Committee began discussing and reviewing the literature about new nursing graduates and orientation. The Committee recognized the educational foundation provided by nursing education programs, but believed there was



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Board Revises Interpretive Guideline “Role of the Registered Nurse in Administering, Managing, and Monitoring Patients Receiving Epidural Infusions: Excluding Obstetrical Patients”

In March 2011, the Board reviewed the Interpretive Guideline “Role of the Registered Nurse in Administering, Managing, and Monitoring Patients Receiving Epidural Infusions: Excluding Obstetrical Patients.” After discussion and considering public comment, the Board decided to revise the Interpretive Guideline by replacing the term “anesthesia provider” with “authorized provider.” In making the revision, the Board is recognizing that physicians other than anesthesiologists, for example neurosurgeons, may place and authorize the use of epidural infusions for their clients. The revised Interpretive Guideline is as follows:



“Guidelines for Monitoring and Management of Epidural Infusions: Excluding Obstetrical Patients”

The registered nurse assuming care of the patient should not do so until the authorized provider who placed the catheter has verified and documented correct catheter placement and use.

Monitoring sedation levels, analgesic effect, and other clinical parameters for patients receiving epidural infusions may be within the scope of registered nursing practice if the following guidelines are observed (Section 4723.01 (B), ORC):

- A. With a valid order from an authorized provider, the registered nurse may:
1. Administer and monitor medication infused through an epidural catheter at the rate prescribed;
 2. Increase or decrease the infusion rate;
 3. Continue the infusion by replacing a bag or syringe with a pharmacy

prepared solution containing the identical medication;

4. Replace a bag or syringe with a pharmacy prepared solution containing a new medication;
 5. Stop the continuous infusion if there is a safety concern;
 6. Initiate emergency therapeutic measures according to employer/institutional policy if complications arise;
 7. Remove the epidural catheter, if the catheter insertion was documented as uncomplicated and no catheter-related complications have occurred.
- B. In executing a nursing regimen, the registered nurse should:
1. Monitor the patient’s vital signs, mobility, level of consciousness, and perception of pain;
 2. Stop the infusion if there is a safety concern;
 3. Communicate any changes in

patient status to the authorized provider as indicated by employer/institutional policy.

A registered nurse caring for a patient receiving an epidural infusion should not:

- insert or reposition an epidural catheter; or
- remove the following types of epidural catheters:
 - a tunneled epidural catheter,
 - an epidural catheter with exposed metal, or
 - a spinal cord stimulator placed in the epidural space.

Considerations in Providing Epidural Care

1. The registered nurse providing care to patients receiving epidural infusions should maintain documentation of his/her acquisition of education, demonstration of competency and any other documents necessary to ensure that

practice is in compliance with employer/institutional policies and procedures.

A licensed authorized provider must be readily available as defined by employer/institutional policy, to manage any complications that might arise when the registered nurse is monitoring or administering epidural infusions.

2. The registered nurse's education/training and demonstrated competence should include, but is not limited to, the following:
 - a. Epidural anatomy and physiology;
 - b. Indications, contraindications, and potential complications related to analgesia technique and medications;
 - c. Pharmacology of analgesia medications administered via the epidural route;
 - d. Catheter maintenance and removal;
 - e. Utilization of appropriate monitoring modalities, infusion devices, and related equipment;
 - f. Patient care responsibilities during epidural infusions, including, but not limited to: observation and monitoring of sedation levels and other parameters; applicable teaching for patients and family/significant other; and other nursing care responsibilities as defined in employer/institutional policy.

See Rule 4723-4-03, OAC

Accountability and Responsibility of Nurses

Section 4723.01(B) of the Ohio Revised Code (ORC) defines the scope of practice for the registered

continued on page 10



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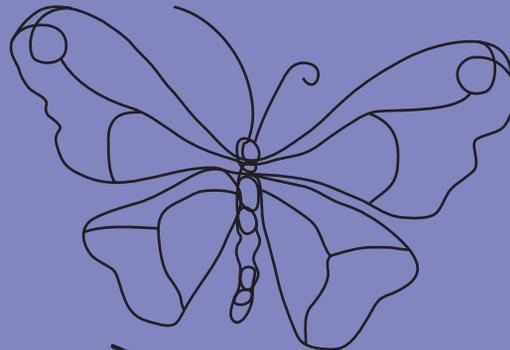
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nurse. Rule 4723-4-03, Ohio Administrative Code (OAC) holds registered nurses responsible for maintaining and demonstrating current knowledge, skills, abilities, and competence in rendering nursing care within their scope of practice. The registered nurse must apply the Nurse Practice Act (Chapter 4723, ORC) and rules regulating the practice of nursing (Chapters 4723-1 to 4723-27, OAC) to the specific practice setting. Further, the registered nurse must utilize good professional judgment in determining whether or not to engage in a given patient-care related activity, consistent with the law, rules, and guided by the Board's *Decision-Making Model, Publication OBN- 103*. It is critical to note that the law, and rules require that the licensee provide nursing care only in circumstances that are consistent with their education, experience, knowledge, and demonstrated competency. In this statement the Board does not announce

a new policy but instead gives licensees specific instructions regarding their obligations under existing law and rules.

The following should also be reviewed:

- Section 4723.01(B), ORC
- Rule 4723-4-03, ORC
- Rule 4723-4-06, ORC
- Rule 4723-4-07, ORC

A complete copy of the Nurse Practice Act and the rules adopted thereunder is available for review and download from the Board of Nursing website: www.nursing.ohio.gov in the Law and Rules section.

- Approved: January 19, 2007
- Reviewed: March 19, 2009
- Revised: March 18, 2011 •

Board Re-approval of Interpretive Guidelines

The Board reviewed three other Interpretive Guidelines at its March meeting, and re-approved them without revisions. These three Interpretive Guidelines are:

- Registered Nurse Performance of Conservative Sharp Wound Debridement
- Role of the Registered Nurse in Monitoring Obstetrical Patients Receiving Epidural Infusions
- The Licensed Nurse's Role in the Care of Patients Receiving Intramuscular, Subdermal, or Subcutaneously Injected Medications for Cosmetic/Aesthetic Treatment.

The Board reviews its Interpretive Guidelines every two years at the Board's March meeting, unless an earlier review is required.

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ADVISORY GROUPS AND COMMITTEES

All meetings of the advisory groups begin at 10:00 a.m. (unless otherwise noted) and are held in the Board office. If you wish to attend one of these meetings, please contact the Board office at 614-466-6940 to determine any change in the location, date or times.

Advisory Group on Continuing Education — June 3; Oct. 7
Chair: Delphenia Gilbert

Advisory Group on Dialysis — June 14; Oct. 11
Chair: Melissa Meyer

Advisory Group on Nursing Education — June 9; Oct. 13
Chair: Judith Church

Committee on Prescriptive Governance — May 16, Sept. 19
Chair: Erin Keels

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An Overview of the Board's Alternative Program for Chemical Dependency

The Board's Alternative Program for Chemical Dependency (Alternative Program) was developed to protect the public by encouraging early intervention and treatment for chemically dependent individuals, while recognizing that chemical dependency is a disease. Since 1997, over 1,000 licensees/certificate holders have been monitored under the Alternative Program. Under Section 4723.35 of the Ohio Revised Code and Chapter 4723-6 of the Ohio Administrative Code, the Board is authorized to abstain from taking public disciplinary action against licensed nurses, dialysis technicians, or certified community health workers who have been found eligible for, and successfully complete the Alternative Program.



If an applicant is found ineligible for the Alternative Program, the case is reviewed to determine if any disciplinary action should be taken.

In order to apply for the Alternative Program, an applicant must temporarily surrender their license or certificate within ten days. The applicant must also submit a completed application including licensure and employment information, history of drug and alcohol use, treatment history, medical and mental health information, criminal history, and a complete bio-psycho-social evaluation that includes

a diagnosis of a chemical dependency. Each application, and any other available information, is then reviewed to determine whether the individual is eligible for the Alternative Program.

For the fiscal year 2010, about half of all applicants were found eligible. If an applicant is found ineligible for the Alternative Program, the case is reviewed to determine if any disciplinary action should be taken.

Factors that make an applicant ineligible for the Alternative Program include, but are not limited to:

- Current prescription for a controlled substance or drug of abuse;
- A medical or psychiatric condition, diagnosis, or disorder, other than chemical dependency, in which the manifest symptoms are not adequately controlled;

- Two or more chemical dependency treatment programs attempted or completed, not counting treatment pertaining to the current treatment plan submitted for purposes of Alternative Program eligibility;
- Substitution or tampering with a substance or drug of abuse;
- Discipline of the applicant's license or certificate in Ohio or another jurisdiction;
- Previous participation in the Alternative Program or a similar program in another jurisdiction;
- Conviction of a felony or an act in another jurisdiction that would constitute a felony in Ohio;
- Inadequate public protection from unsafe practice if the applicant enters the Alternative Program; or
- Failure or refusal to cooperate with a Board investigation.

If found eligible, the applicant then enters into an Alternative Program Participant Agreement (Agreement) with the Board. The Agreements require three to four years of monitoring including: compliance with any recommended chemical dependency and mental health treatment, random drug and alcohol screens, treating healthcare provider reports, personal reports, compliance with any criminal court terms and conditions, prior approval to seek and accept any nursing positions, employer reports, overtime work restrictions, and narcotic restrictions.

For more information on the Alternative Program or to request an application, please contact the Alternative Program by e-mail at alternative@nursing.ohio.gov or consult the Board's web site at www.nursing.ohio.gov.

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Transition to Practice: Examining Patient Outcomes

In January 2011, Illinois, Ohio and North Carolina were chosen to serve as study states in the NCSBN Transition to Practice Study to evaluate safety and quality outcomes in nurse transition to practice programs. The study also aims to determine how well the preceptor training module prepares preceptors for their role; identify the challenges and potential solutions of implementing the NCSBN transition model; and determine cost/benefit analysis.

During Phase I, newly licensed registered nurses (RNs) hired to work in hospital settings in each state will be followed during their first year of employment. Phase II will include newly hired RNs who work in settings other than hospitals and licensed practical/vocational nurses (LPN/VNs) who work in all health care settings.

Each site in Illinois, Ohio and North Carolina will be randomized to either the study group or the control group. The control group will use its usual practice of transitioning new nurses to practice. The study group will participate in NCSBN's Transition to Practice Model. Newly licensed nurses in this group will successfully complete five interactive, online modules within their first three months of employment. The modules include patient-centered care, communication and teamwork, evidence-based practice, quality improvement, and informatics. In addition to the modules, newly hired nurses will be given a preceptor to work with during their first six months of employment. The preceptor will be required to complete

NCSBN's online preceptor training module. During the final six months of their involvement in the study, the newly hired nurses will receive institutional support, which may include being invited to serve on committees that look at the root cause of an error or creating procedures that allow the new nurse to be given continuous feedback and evaluation.

Nancy Spector, PhD, RN, Director, Regulatory Innovations, NCSBN, is serving as the study director. In this interview, she discusses the importance of the study and how the results may impact the future of nursing practice.

What is the purpose of the NCSBN Transition to Practice Study?

The major purpose of the study is to determine if a standardized transition program will improve safety and quality patient outcomes. Some of the outcomes being measured in Phase I (hospitals with RNs) include patient falls, infection rates, skin breakdown, as well as the new nurse's and his/her preceptor's perception of that nurse's competence. Phase II outcomes will be determined later and that phase will involve LPN/VNs and RNs in settings other than hospitals. Secondary purposes include whether the preceptor training module will improve the effectiveness of preceptors; whether the program will improve retention of new nurses; cost/benefit ratios of the program; and challenges to implementing such a program both in individual organizations and statewide.

The modules include patient-centered care, communication and teamwork, evidence-based practice, quality improvement, and informatics. In addition to the modules, newly hired nurses will be given a preceptor to work with during their first six months of employment.

How will this study impact the future of nursing practice?

We predict it will (but can't know for sure until the results are in), change the paradigm of nursing because currently there is no requirement for nurses to have a transition to practice program (or residency) after graduation, while most other professions, including teachers, require this. If patient outcomes are improved when organizations provide a standardized transition program, boards of nursing (BONs) may decide to require a transi-



What makes this study unique?

The study is unique because no other transition study has randomly assigned sites to using their own current program (control group) or to the study group, using a standardized transition to practice model. Also, no other study has measured actual patient outcomes. They have measured nurses' perceptions of competence, retention and satisfaction with the program, but not actual outcomes.

tion program that meets the standards of NCSBN's model. Even if BONs don't require it, it is likely that practice administrators will choose to implement a program meeting the standards, in the interest of promoting patient safety. So this study could have a huge impact on nursing.

For more information about the Transition to Practice Study, visit <https://www.ncsbn.org/363.htm> www.ncsbn.org/363.htm.



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MEDICATION ADMINISTRATION IN PRIVATE SCHOOLS

The Board has received inquiries from nurses working in non-public schools for clarification regarding the administration of medication to students. Specifically, whether or not unlicensed individuals may administer medication to students in private schools.

Chapter 3313 of the Ohio Revised Code (ORC) regulates Ohio boards of education. Section 3313.713, (ORC) requires that:

“(B) **The board of education of each city, local, exempted village, and joint vocational school district** shall, not later than one hundred twenty days after September 20, 1984, adopt a policy on the authority of its employees, when acting in situations other than those governed by sections 2305.23, 2305.231, and 3313.712 of the Revised Code, to administer drugs prescribed to students enrolled in the schools of the district. The policy shall provide either that:

- (1) Except as otherwise required by federal law, no person employed by the board shall, in the course of such employment, administer any drug prescribed to any student enrolled in the schools of the district.
- (2) Designated persons employed by the board are authorized to administer to a student a drug prescribed for the student.

Effective July 1, 2011, only employees of the board who are licensed health professionals, or who have completed a drug administration training program conducted by a licensed health professional and considered

appropriate by the board, may administer to a student a drug prescribed for the student.

Except as otherwise provided by federal law, the board’s policy may provide that certain drugs or types of drugs shall not be

administration of medication.

Unless otherwise authorized by law, for example, by Section 3313.713, ORC, discussed above, unlicensed individuals are prohibited from administering medication. Individuals who engage in the unauthorized practice of nursing, or persons



administered or that no employee shall use certain procedures, such as injection, to administer a drug to a student.”

The above language only applies to “city, local, exempted village, and joint vocational school districts.” Thus, if a school is not within this category, for example, the school is privately operated, the language regarding medication administration policies is not applicable.

The statutory scope of practice for a registered nurse is set forth in Section 4723.01(B), ORC. The statutory scope of practice for a licensed practical nurse is set forth in Section 4723.01(F), ORC. The licensed practice of nursing in Ohio includes, but is not limited to, the admin-

istration of medication. who employ persons not licensed as a nurse to engage in nursing practice may be subject to criminal action (see Section 4723.99, ORC).

Although licensed nurses are authorized to delegate nursing tasks in accordance with Chapter 4723-13, Ohio Administrative Code (OAC), nurses are not authorized to delegate medication administration to unlicensed individuals, with very limited exception. For example, a licensed nurse is prohibited from delegating the administration of medication to private school students that is not an over-the-counter topical medication applied to intact skin for the purpose of improving skin condition or providing a barrier; an over the counter eye drop, ear drop, suppository medication, foot soak treatment, or enema. •

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Columbus 85-02-0952T; West Chester 09-03-1892T; Mason 09-03-1892L.C; Dayton 07-11-1846T; Independence 10-05-1928T

RN and Advanced Practice Nurse RENEWAL



If you are a RN or advanced practice nurse in Ohio, your license will expire after August 31, 2011. All RNs who were eligible to renew their license in 2011 were sent a renewal notice through the mail at the end of March to the address of record with the Board. Advanced practice nurses were mailed one notice for their RN license and their certificate of authority (COA) and an additional notice, if applicable, for a certificate to prescribe (CTP). It is extremely important to notify the Board of a name and/or address change immediately. An incorrect name and/or address may delay the renewal of your license/certificate.

To reduce the delay between online renewal submission and the online verification of certificates of authority (COAs), APNs will be required to renew their RN, each COA and CTP, if applicable, separately within the system. Don't forget to log back into the system if you have an

RN license and multiple certificates to renew this year!

The renewal notice includes your personal ID, password, and instructions on how to renew your license online. When renewing online you can pay the required application fee using Master Card or VISA credit cards, or debit cards with a MC or VISA logo. By utilizing the online renewal process, you may be able to verify the renewal of your license/certificate through the Board's website at www.nursing.ohio.gov in as little as three business days after completing the online renewal application. RNs who do not want to renew their license online must submit a written request for a paper renewal application by e-mail at renewal@nursing.ohio.gov, fax at (614) 466-0388, or by mailing the request to the Board.

It is strongly recommended that you renew your license as soon as you receive your renewal notice. Incomplete applica-

tions may result in late or lapsed fee charges, and delay the renewal of your license/certificate. Fees for renewal are as follows:

Before July 1, 2011

registered nurses	\$65
advanced practice nurses	(each COA – \$85)

July 1, 2011 through August 31, 2011 *(processing late application fee)*

registered nurses	\$115
advanced practice nurses	(each COA – \$135)

After August 31, 2011

(reinstate a lapsed license)

registered nurses	\$165
advanced practice nurses	(each COA – \$185)

Certificate to prescribe – \$50

The Board audits nurses each year to determine compliance with continuing education requirements. If you were notified of an audit of your continuing education for the period of September 1, 2007 through August 31, 2009 and have not submitted the information required by the Board, you will not receive your renewal notice for 2011-2013 until you complete the audit requirements.

Board staff are available to assist you in taking the necessary steps to renew your license/certificate. If you have questions about the renewal process, please contact the Board at (614) 995-5420 or by e-mail at renewal@nursing.ohio.gov, or if you are an advanced practice nurse, please contact the Board at 995-3680 or by e-mail at apn@nursing.ohio.gov. •

APN National Recertification

If you are an advanced practice nurse, your certificate of authority (COA) is current and valid only if you meet all requirements of the Board including maintaining certification or recertification by the applicable national certifying organization (please refer to the



Board's website at www.nursing.ohio.gov for a list of Board approved national organizations). Effective February 1, 2011, the Board will require primary source verification for advanced practice nurse national recertification. For this to occur, you must request that your national certifying organization notify the Board directly of national recertification within thirty days of your recertification. The Board will no longer accept documentation of recertification from a COA holder. •

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BOARD DISCIPLINARY ACTIONS

- **Permanent Revocation** = Prohibited from ever practicing nursing or dialysis care, or as a certified community health worker.
- **Indefinite Suspension** = Indefinitely prohibited from practicing for a specified minimum period of time. The Board will reinstate only if all conditions for reinstatement, set at the time the action was taken, are met.
- **Automatic Suspension** = Suspension for a violation of a consent agreement or Board order or suspension required by law for commission of a specified felony.
- **Immediate Suspension** = Suspension required by law for a felony drug abuse offense.
- **Indefinite suspension with a stay** = On "probation." May practice if the license status is active but will be monitored by the Board under conditions and restrictions.
- **Restrictions** = Limits such as prohibition from passing narcotics or working in certain areas of practice.

- **Reprimand** = Least amount of discipline. Acknowledgment that what the nurse, dialysis technician or community health worker did was wrong. Does not prohibit practice.
- **Voluntary surrender** = May not ever practice again. Permanent action following a formal agreement by the nurse, dialysis technician or community health worker to give up the license or certificate.
- **Fines** = A fine of up to \$500 imposed for each violation.

Below are the Board's actions taken during the last Board meetings. The actions are an accurate representation of information maintained by Ohio Board of Nursing at the time of posting. Because the name of a licensee may be the same as another, please do not assume from the name alone that a particular individual has had disciplinary action. Employers and potential employers should also verify the license status on the Board's Web site at www.nursing.ohio.gov. If you have any questions regarding these disciplinary actions, please contact the Compliance Unit at 614-466-8500.

January 2011 Board Disciplines

Name	License #	Type of Action Taken	Name	License #	Type of Action Taken
Abrokwa, Alex	P.N. 129343	Reprimanded	Hart, Stacy	P.N. 103370	Automatic Suspension/Action Pending
Agogbua, Obiageli	P.N. 134615	Reprimanded	Harvey, Danielle	P.N. 143540	Stayed Suspension w/temporary practice restriction
Ahmed, Lucille	R.N. 272898	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	Hass, Carla	R.N. 318834	Immediate Suspension/Action Pending
Albillar, Brett	R.N. Endorse	Notice of Opportunity for Hearing/Action Pending	Haynes, Dawn	R.N. 268110	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Allen, Janet	R.N. 201143	Indefinite Suspension w/permanent practice & narcotic restrictions	Heestand, Dean	R.N. 367226	Reprimanded
Allen, Darlene	R.N. 328526	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Hill, Edward	R.N. NCLEX	Notice of Opportunity for Hearing/Action Pending
Anderson, Arnal	R.N. 190481	PERMANENTLY REVOKED	Hill, Tonia	P.N. 120898	Stayed Suspension w/temporary practice restriction
Anderson, Keena	R.N. 340466	Stayed Suspension w/temporary practice restriction	Holmes, Pamela	R.N. 286542	Indefinitely Suspended
Armstrong, Monique	P.N. 114115	Automatic Suspension/Action Pending	Johnson, Kimberly	P.N. 124590	Notice of Opportunity for Hearing/Action Pending
Benford, Gwendolyn	P.N. 125001	Suspension/Action Pending	Johnson, Malkia	P.N. 143541	Stayed Suspension w/temporary practice restriction
Bennett, Teresa	R.N. 227398	Stayed Suspension w/temporary practice restriction	Jones, Juanita	P.N. 108553	Indefinite Suspension w/temporary narcotic and practice restrictions
Bentz, Misty	P.N. NCLEX	Indefinitely Denied NCLEX Application	Kaucic, Jamie	P.N. 114939	Indefinite Suspension w/permanent practice & narcotic restrictions
Billups, Rose	P.N. 137730	Immediate Suspension/Action Pending	Keck, Sharon	R.N. 309677	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Bonin, Angela	R.N. 337215 P.N. 117170	PERMANENTLY REVOKED	Keen, Diana	R.N. 285728	Stayed Suspension w/temporary practice restriction
Boyd, Karen	R.N. 144428	PERMANENTLY REVOKED	Kilcorse, Michael	R.N. 316740	Immediate Suspension/Action Pending
Buckland, Julie	R.N. 325671	Stayed Suspension w/temporary practice restriction	Kinds, Sarah	R.N. NCLEX	Stayed Suspension w/permanent practice & temporary narcotic restrictions
Burgemeir, Dora	R.N. 295393	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Knox, Kecia	P.N. NCLEX	Notice of Opportunity for Hearing/Action Pending
Burkey, Joseph	R.N. 250953	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	Krickovich, Carrie	P.N. 111619	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Butler, David	R.N. 233627	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	Lamb, Trisha	P.N. 125704	Immediate Suspension/Action Pending
Butts, Brenda	P.N. 071728	Immediate Suspension/Action Pending	Leasure, Catherine	P.N. 103640	Indefinite Suspension w/permanent practice & narcotic restrictions
Carroll, Brenda	R.N. 301641 P.N. 098514	Indefinite Suspension w/permanent practice restriction	Lewis, Susan	R.N. 247410	Stayed Suspension w/permanent practice & temporary narcotic restrictions
Casey, Michael	R.N. 320744	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Loggins, Teri	R.N. 340032 P.N. 097544	Indefinite Suspension w/permanent practice restriction
Clark, Marilee	R.N. 367224	Reprimanded	Lorenz, Robert	R.N. 172172	Automatic Suspension/Action Pending
Clark, Tara	P.N. 138348	PERMANENTLY REVOKED	Manley, Charlotte	R.N. 195035	Notice of Opportunity for Hearing/Action Pending
Colter, Tina	P.N. 134812	Notice of Opportunity for Hearing/Action Pending	Mazey, Kent	R.N. 247892 NA 06707	Immediate Suspension/Action Pending
Constantino, William	P.N. 119595	Indefinite Suspension w/permanent practice & narcotic restrictions	McCary, Candey	R.N. 295182	Immediate Suspension/Action Pending
Cook, Tammy	R.N. 311255	Stayed Suspension w/temporary practice & narcotic restrictions	McClure, Roxanne	R.N. 315452	Indefinite Suspension w/permanent narcotic and temporary practice restrictions
Countryman, Shirley	R.N. 253666	Notice of Opportunity for Hearing/Action Pending	McCoy, Kevin	R.N. 351771	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Crane, Rachel	P.N. 143535	Stayed Suspension w/temporary practice restriction	McMunn, N. Darlene	R.N. 094304	Indefinite Suspension w/permanent practice restriction
Critchfield, Eileen	R.N. 340395	PERMANENTLY REVOKED	Middleton, Diane	R.N. 272117	Notice of Opportunity for Hearing/Action Pending
Darrington, Mertez	P.N. 118571	Immediate Suspension/Action Pending	Moore, Jeri	R.N. 277826	Stayed Suspension w/temporary practice & narcotic restrictions
Dia (Cox), Theresa	R.N. 230112	Indefinite Suspension w/temporary narcotic and practice restrictions	Moore, Robert	R.N. 257684	Indefinite Suspension w/temporary narcotic and practice restrictions
Dill, Brian	R.N. 367225	Stayed Suspension w/temporary practice restriction	Morris, Jennifer	R.N. 151463	Indefinite Suspension w/permanent practice restriction
Dixon, Angela	R.N. 316387	Reprimanded	Moss, Elisa	P.N. 090105	Immediate Suspension/Action Pending
Douglas, Sonja	P.N. 109048	Notice of Opportunity for Hearing/Action Pending	Motley, Jessica	P.N. 112463	PERMANENTLY REVOKED
Downing, Sharon	P.N. 124457	Indefinite Suspension w/temporary narcotic and practice restrictions	Mott, Mark	R.N. 341283	Stayed Suspension w/permanent practice & temporary narcotic restrictions
Doyle, Michael	R.N. 297217	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Mullen, Beverly	P.N. 111420	Indefinite Suspension w/permanent practice restriction
Dunn, Christopher	P.N. 110867	Notice of Opportunity for Hearing/Action Pending	Nastal, Miranda	P.N. 119364	PERMANENTLY REVOKED
Durham, Toni	P.N. 129737	PERMANENTLY REVOKED	Nation, Donna	P.N. 071440	Stayed Suspension w/temporary practice restriction
Dzik, Sandra	R.N. 161088	Stayed Suspension w/temporary practice restriction	Nicholson, Sheryl	R.N. 258412	PERMANENTLY REVOKED
Elifritz, Wendi	P.N. 143538	Stayed Suspension w/temporary practice restriction	Noe, Megan	P.N. 133220	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Ellyson, Kelly	R.N. 309388	Stayed Suspension w/temporary practice restriction	Noel, Christy	P.N. 143542	Stayed Suspension w/temporary practice restriction
Erd, Leilani	R.N. 231425	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Norris, Matthew	R.N. 259498	Indefinite Suspension w/permanent practice restriction
Erdely, Kathryn	P.N. 073284	Indefinite Suspension w/permanent practice restriction	Nourian, Seid	P.N. 132959	PERMANENTLY REVOKED
Evans, Sherry	P.N. 082075	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	Nowell, Kathleen	P.N. 120476	PERMANENTLY REVOKED
Fackler, Kim	P.N. 099636	Automatic Suspension/Action Pending	Nussbaum, Marcia	R.N. 134936	Immediate Suspension/Action Pending
Ford, Pamela	P.N. 103861	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	Olinger, Brandy	R.N. 344318	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Foster, Diana	R.N. 243556	Automatic Suspension/Action Pending	Olmstead, Jeffrey	R.N. 270077	Notice of Opportunity for Hearing/Action Pending
Frazier, Shindana	P.N. 143539	Stayed Suspension w/temporary practice restriction	Orue, Maria	R.N. 327301	Stayed Suspension w/temporary practice restriction
Fulton, Sonja	R.N. 345123	Immediate Suspension/Action Pending	Petersen, Brenda	R.N. 137909	PERMANENTLY REVOKED
Gawell, Shannon	P.N. 076693	Notice of Opportunity for Hearing/Action Pending	Pilarczyk, Jami	R.N. 345247	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Gill, Gurkirran	R.N. 337034	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Pizzurro, Jane	R.N. 342040	Immediate Suspension/Action Pending
Griss, Amanda	R.N. 339748	Immediate Suspension/Action Pending	Qualls, Robert	R.N. 118658	Notice of Opportunity for Hearing/Action Pending
Guitard, Kathie	P.N. 123879	PERMANENTLY REVOKED	Rako, Laura	R.N. 277663	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Hambrick, Amanda	P.N. 126880	PERMANENTLY REVOKED	Ramsey, James	P.N. 118677	Notice of Opportunity for Hearing/Action Pending
Hamilton, William	R.N. 323983	Immediate Suspension/Action Pending			

January 2011 Board Disciplines

Name	License #	Type of Action Taken	Name	License #	Type of Action Taken
Ramsey, Brandie	P.N. 105891	Immediate Suspension/Action Pending	Smith, Monica	P.N. 099300	Indefinite Suspension w/permanent practice & narcotic restrictions
Redman, Dawn	R.N. 326699	Notice of Temporary Suspension and Opportunity for Hearing	Smith, Darlene	R.N. 203433	PERMANENTLY REVOKED
Renicker, Daniel	R.N. 367227	Stayed Suspension w/temporary practice restriction	Soussana, Heather	R.N. 367263	Reprimanded
Rice, Joseph	R.N. 327302	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	South, Colleen	R.N. 168683	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Ringler, Maribeth	P.N. 032781	Immediate Suspension/Action Pending	Specht, Barbara	P.N. 068755	Indefinite Suspension w/permanent practice restriction
Robb, Lisa	P.N. 113582	Stayed Suspension w/permanent practice restriction	Surface, Ingrid	TC1 applicant	Notice of Opportunity for Hearing/Action Pending
Robinson, Toni	P.N. 130499	Notice of Opportunity for Hearing/Action Pending	Sutton, Carla	R.N. 297017	Stayed Suspension w/temporary practice restriction
Rodgers, Lori	R.N. 259763	Indefinite Suspension w/permanent practice restriction	Thomas, Debra	R.N. 308195	PERMANENTLY REVOKED
Rodríguez, Andrea	R.N. 265716	Immediate Suspension/Action Pending	Torbert, Deosha	P.N. 119273	PERMANENTLY REVOKED
Rose, Julienne	P.N. 114225	Reprimand & Fine	Turner, Kimberley	R.N. 261177	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Rosemeyer, Annette	R.N. 304199	Indefinite Suspension w/permanent practice & narcotic restrictions	Tusing, Tamara	R.N. 287420	Reprimand & Fine
Runkle, Laura	P.N. 131829	Stayed Suspension w/temporary practice restriction	Ussery, Jennifer	R.N. 339792	Indefinite Suspension w/permanent practice & narcotic restrictions
Sankey, Phyllis	P.N. 088183	Voluntary Retirement of License	Vilevac, Sarah	R.N. 263597	Indefinite Suspension w/permanent practice & temporary narcotic restrictions
Schaufele, Tiffany	P.N. 123822	Immediate Suspension/Action Pending	Ware, Tonia	P.N. 073455	Indefinite Suspension w/permanent practice restriction
Schwartz, Barbara	R.N. 306361	Stayed Suspension w/permanent practice restriction	Warner, Nancy	R.N. 283397 P.N. 066074	PERMANENTLY REVOKED
Scolaro, Megan	P.N. 131141	Stayed Suspension w/permanent practice & temporary narcotic restrictions	Wehr, Jeremy	R.N. 285203	Notice of Opportunity for Hearing/Action Pending
Semertzides, Nicholas (aka Nick)	P.N. 143543	Stayed Suspension w/temporary practice restriction	Wells, Melanie	P.N. 121717	Stayed Suspension w/temporary practice restriction
Sharpe, Cathy	R.N. 327843 P.N. 107708	Notice of Opportunity for Hearing/Action Pending	Whitaker, Shannon	P.N. 104805	PERMANENTLY REVOKED
Shields, Debora	R.N. 128267	Immediate Suspension/Action Pending	Willand, Chandler	R.N. 317640	Automatic Suspension/Action Pending
Silva, Carissa	R.N. 367261	Reprimanded	Williams, Shannon	P.N. NCLEX	Stayed Suspension w/permanent practice restriction
Slater, Annette	D.T. 00352	Stayed Suspension w/permanent practice restriction	Williams, Lynda	R.N. 176380	Indefinite Suspension w/permanent practice restriction
Slentz, Deborah	P.N. NCLEX	Notice of Opportunity for Hearing/Action Pending	Wiser, Kournie	P.N. 137524	Indefinite Suspension w/permanent practice restriction
Sluss, Shelly	P.N. 109180	Reprimand & Fine	Wolfe, Dennis	R.N. endorse	Permanently Denied RN Endorsement Application
Smith, Brenda	R.N. 319034	Indefinite Suspension w/permanent practice & temporary narcotic restrictions	Wolfgang, Lorene	R.N. 316759	Notice of Opportunity for Hearing/Action Pending
Smith, Jonah	R.N. 367262	Reprimanded	Worthington, Lisa	R.N. 354454	Summary Suspension/Action Pending
			Zuchegno, Lesli	R.N. 259467	PERMANENTLY REVOKED

January 2011 Monitoring Actions

Name	License #	Type of Action Taken	Name	License #	Type of Action Taken
Baldwin, Tharner	P.N. 130754	Released from Probationary Terms	Copley, Michelle	R.N. 306814	Released from Probationary Terms
Brunelle, Timothy	R.N. 346597	Released from Probationary Terms	Dabbelt, Beth	R.N. 314248	Reinstatement per Conditions of Adjudication Order
Budrovic, Jeffrey	R.N. 355999	Released from Probationary Terms	Killian, Corie	R.N. 311590	Reinstatement per Conditions of Consent Agreement
Constantino, Lisa	R.N. 332961	Released from Probationary Terms-Permanent Practice & Narcotic Restrictions Remain	Kleman, Brandon	P.N. 136324	Released from Probationary Terms
			Kolling, Rene	R.N. 346611	Released from Probationary Terms

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January 2011 Monitoring Actions

Name	License #	Type of Action Taken	Name	License #	Type of Action Taken
Leatherbarrow, Jennifer	R.N. 275436	Approved to Accept Specific Nursing Employment	Sanzen (Lee), Jessica	R.N. 315813	Narcotic Restriction Lifted
Lockhart, Lisa	R.N. 322819	Released from Probationary Terms	Seawright, Theresa	R.N. 220039 P.N. 070707	Approved to Accept Specific Nursing Employment
Madaris, Yolanda	P.N. 132958	Released from Probationary Terms-Permanent Practice Restrictions Remain	Sidile, Florence	R.N. 130070	Narcotic Restriction Lifted
Maunz, Amy	D.T. 02193	Released from Probationary Terms	Stec, Brian	R.N. 296360	Released from Probationary Terms-Permanent Practice Restrictions Remain
Meyer, Daniela	R.N. 363202 P.N. 095093	Released from Probationary Terms	Tanji, Che	P.N. 136332	Released from Probationary Terms
Osman, Courtney	P.N. 112489	Released from Probationary Terms	Umphries, Eddie	R.N. 356009	Released from Probationary Terms
Ralston, David	R.N. 338472	Reinstatement per Conditions of Consent Agreement	Winans, Shawna	R.N. 354698	Released from Probationary Terms
Roundtree, Sheila	R.N. 351844	Released from Probationary Terms-Permanent Practice Restrictions Remain	Wright, Liguori	P.N. 086671	Narcotic Restriction Lifted

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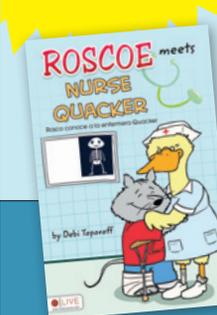
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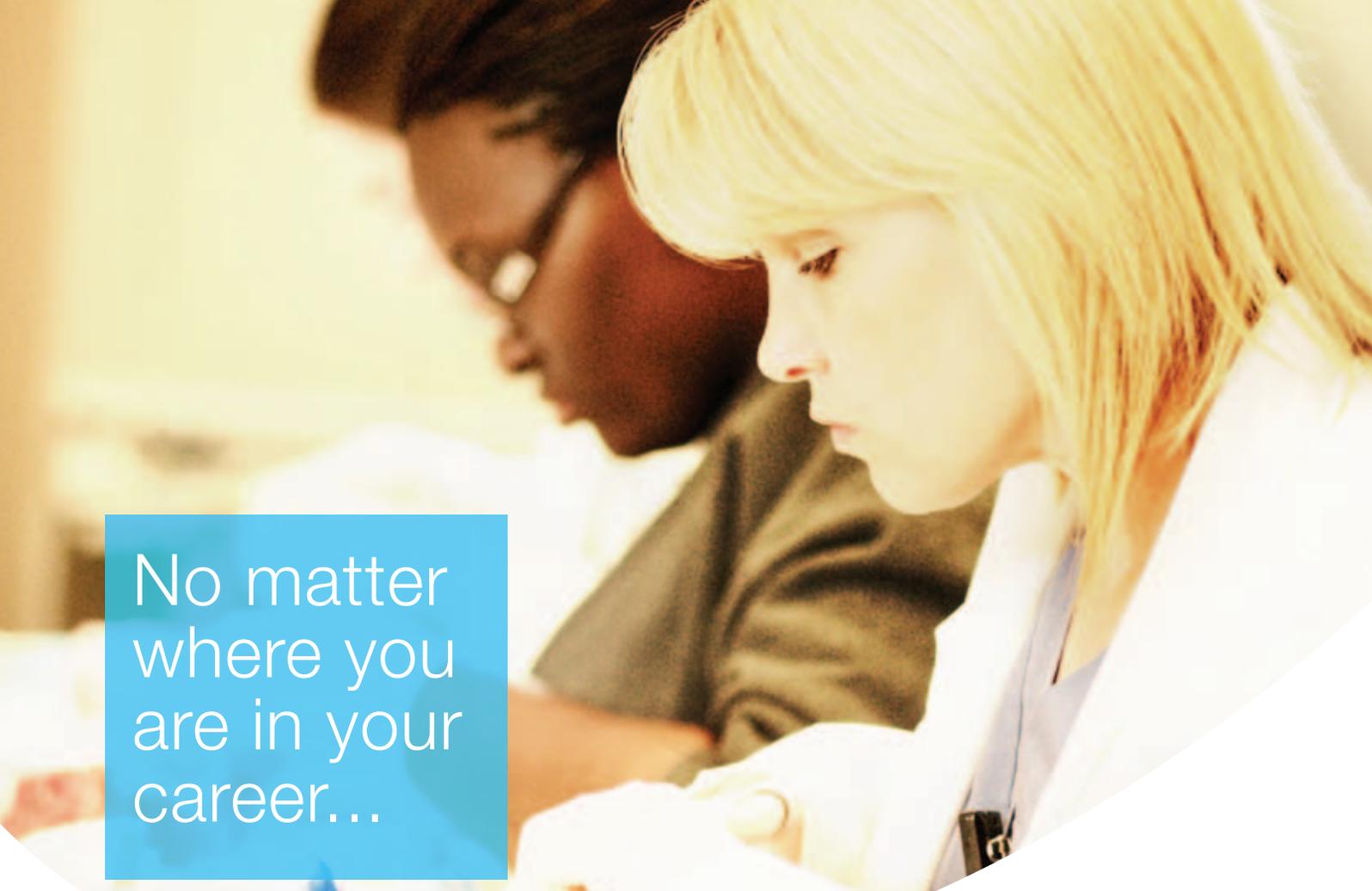
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