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President’s Message

All journeys must come to an end. As I think back on my two-year journey as president of the Kentucky Board of Nursing, it gives me pause to reflect on the many accomplishments that have been achieved by the hardest working and most dedicated group of professionals that I have had the privilege to lead.

Some of the major accomplishments that come to mind are:
- Conducted a national search, interviewed, and hired a new executive director.
- Adopted the Nurse Licensure Compact (NLC) Plan for Kentucky and worked for passage of HB 102 that authorizes the plan for implementation.
- Passage of SB 65 allowing ARNPs prescriptive authority for controlled substances.
- Annual renewal of license with reduction in licensure fees and online renewal.
- Changed the format of your KBN Connection to this magazine format.
- Implementation of state-wide video teleconferences to provide updates on KBN issues and activities.

There are numerous other events that could easily fill this space. I want to publicly applaud the cooperative efforts of all members and staff of the Kentucky Board of Nursing for a very productive two years while I had the honor to have served as your president. I want to also take this opportunity to welcome Dr. Sue Davis, RN, as your new president for the coming year. As I look forward, the journey really is not ending, it is only changing drivers.

Jimmy T. Isenberg, PhD, RN

The Kentucky Board of Nursing

Front Row (left to right): Marcia Hobbs, Mabel Ballinger, Jimmy Isenberg, Carol Komara, Gail Wise.
Second Row (left to right): Ann Fultz, Patricia Birchfield, Melda Sue Logan, Peggy Fishburn, Phyllis Caudill-Eppenstein, Susan Davis, Elizabeth Partin, Jan Ridder, Anne Veno, Catherine Hogan. Not shown: Sally Baxter.
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Summer is a grand time in Kentucky—a time for vacation adventures, opportunities to enjoy festivals in local communities and a time to visit our great park system. Most of us plan our summer activities throughout the year so that we can make the most of every minute. KBN has been doing its summer planning as well, and we hope that you will take time to include us in your scheduled activities.

This summer, new graduates are beginning their nursing careers by first completing a clinical internship—a supervised transition into their first nursing role. It is our intent to initiate research to evaluate the clinical internship beginning this summer. This research study will only be successful if those randomly selected facilities and nurses take the time to respond to our inquiries.

KBN has engaged two nurse researchers, Dr. Cynthia McCurren of the University of Louisville and Dr. Sherill Cronin of Bellarmine University and Jewish Hospital, to study the implementation of Kentucky’s clinical nurse internship. The study will gather information from healthcare facilities and new graduates; all responses will remain anonymous. Nurse leaders from randomly selected hospitals, home health agencies, and nursing homes across the state will be contacted to participate in the study. Participation will include completion of a survey related to the expected standard competencies of the new graduate in relation to the clinical internship. The sample of new graduates will be those participating in the clinical internship at the selected facilities. Prior to starting the internship, a survey assessing nursing skills will be administered as a pretest through the employment site; graduates will complete the same survey as a post-test at the conclusion of the internship. At no time will the responses of any individual or facility be identifiable.

Throughout the study process, YOUR support will be critical to the collection of valid data regarding the clinical internship. The researchers and KBN will make every effort to minimize what we ask of you, and we assure you that your information will be of maximum benefit to our evaluation. From this description, you can see that, in large part, the success of our summer will depend on your letting us be a part of your summer.

Please take the time to join us in determining the future of nursing in Kentucky.

Now, for our second summer project—KBN will be at the Kentucky State Fair August 17-27, 2006 from 9 a.m. to 8 p.m. We hope you will stop by to learn more about KBN, and even renew your Kentucky nursing license online while you are at the fair. You will find information at the exhibit that we hope you can use and share with your colleagues as well. Topics include nursing education, updates on the recently passed nurse licensure compact, investigation and discipline information, the KARE program, and much more. This will be a time to meet KBN staff and we look forward to meeting you! We will be located in the South Wing at the Health Horizons Exhibit.

Have a great summer!

Charlotte F. Beason, Ed.D., RN

EXECUTIVE DIRECTOR'S MESSAGE

A perfect summer day is when the sun is shining, the breeze is blowing, the birds are singing, and the lawn mower is broken. ~ James Dent

Come Visit Us at the Kentucky State Fair
August 17-27, 2006

KBN will have a booth this year in the South Wing of the Health Horizons Exhibitors Section of the Kentucky State Fair. We hope you will come to see us.

While you are visiting our booth, you will be able to pick up valuable information about the many services provided by KBN and gain insight into the new Nurse Licensure Compact that Kentucky will be joining on June 1, 2007. If you are currently licensed in Kentucky, staff will be available to help you renew your license online with your nursing license number, the last four digits of your social security number, your birth date, and either a MasterCard or Visa credit or debit card or your bank routing number and checking or savings account number.

Don’t forget to stop by . . . we look forward to talking to the nurses of our great Commonwealth!
The Kentucky Nurses Association continues to celebrate its Centennial Year (1906-2006) with fashion, flare and fun. The Centennial Committee, chaired by Cheryl Westbay, RN, is coordinating activities with the 10 subcommittees that has, is or will be doing activities throughout the year. The theme of the Centennial and 2006 convention is Caring, Commitment and Concerns. Those three words continue to ring in the hearts and minds of registered nurses as they practice in the wide arena of health care settings.

A new book is being written for the Centennial, *Professional Nursing in Kentucky, Yesterday, Today and Tomorrow*. All schools of nursing, hospitals that formerly had diploma schools of nursing, and KNA Districts were invited to contribute. Those of you who responded will be happy to see your input in this historic book. In addition, each of the 11 Districts have been encouraged to provide input, participation and programs designed to inform and teach the community and general public about professional nursing practice and the goals and mission of the Kentucky Nurses Association. District 9, Harrodsburg, just completed a successful day-long, CE approved workshop entitled *Kentucky Nursing History– a Centennial Celebration*. The morning was for RNs and the afternoon was open to the public. Publicity and personnel communication brought a crowd to the Armory where artifacts, memorabilia, and jeeps from WWII were on display. Jesse Flynn, author of "Heroes from the Attic," moderated the program. It was a good day!

Other celebration activities planned include another segment on the Insight channel, the Francine Show, the sale of numerous centennial items, including the jewelry commissioned by District 1, called Empathy. The signature piece is an oval with what appears to be two hands holding a heart. There are three different types to choose from. The convention promises to be exciting and full of information, research, networking, and fun. The newly elected ANA president will be the Keynote speaker (to be identified in late June). The Centennial Book will be ready for distribution and sale at the 2006 Convention. This labor of love and hard work promises to be a keeper. The jewelry and book can be purchased by calling the KNA office.

Other Centennial items can be found on the KNA website at www.kentucky-nurses.org.

We can always use more volunteers for the many centennial activities, health care initiatives, Task Forces on Affiliate Membership and Restructure, collective bargaining pursuits, legislative committee...

by **Pat Tanner**, President, Kentucky Nurses Association, and **Marge Glaser**, Coauthor of Professional Nursing in Kentucky, Yesterday, Today and Tomorrow
Caring, Commitment and Concerns... Those three words continue to ring in the hearts and minds of registered nurses as they practice in the wide arena of health care settings.

members, and numerous other community and state activities.

The Kentucky Nurses Association is proud of the last 100 years. Join us and let's make memories for the next 100 years. Each of us has a valuable gift to leave as a legacy for those that follow. The KNA will help perpetuate the story. That is what life, health care, and practice is all about. Hope to see you at the Centennial Convention October 25-27, Executive Inn West, Louisville, Kentucky. It will be a memory . . . come be part of this history.

NEW BOARD APPOINTMENTS

Governor Ernie Fletcher has appointed two new members to the Board of Nursing. Kathy K. Burr, LPN, Louisville, replaces retiring Board member Phyllis Caudill-Eppenstein, LPN, Ashland, and Christie S. Coe, RN, Adairville, replaces Elizabeth Partin, ARNP, Columbia. Jimmy T. Isenberg, RN, and Marcia Hobbs, RN, were both reappointed to the Board. KBN welcomes the new members and extends appreciation and thanks to the retiring members for their years of dedicated service.

NEW BOARD OFFICERS ELECTED

Newly elected Board officers for the 2006-2007 term are as follows: President – Susan Davis, EdD, RN; Vice-President – Peggy Fishburn, LPN; Secretary – Catherine Hogan, RN; and Financial Officer – Jan Ridder, RN, MA, CHE.

KBN RETIREMENTS

Linda Burgin, Office Coordinator, retired April 30 with 6 years of service to KBN, and Pamela Dean, Legal Executive Secretary, retired May 31 with 25 years of service. KBN extends appreciation and thanks to the new retirees and wishes them both the best in the future.
NCSBN Seeks Your Input on Current LPN/VN Entry-Level Nursing Practice

The National Council of State Boards of Nursing (NCSBN) is about to launch a practice analysis study designed to describe entry-level licensed practical/vocational nurse (LPN/VN) practice. Using a survey developed by a panel of experts that included both practicing LPN/VNs from a variety of practice settings and specialty areas as well as LPN/VN educators, a sample of LPN/VNs will be asked to determine the frequency of performance and the importance of each of the activities listed. The results of the survey will be used to evaluate the current LPN/VN test plan in an effort to assure that the NCLEX-PN® examination reflects existing practice.

The LPN/VN survey is due to be launched on June 12, 2006. This study offers an opportunity for LPN/VNs to contribute to the nursing profession and as such, NCSBN encourages nurses receiving the survey to complete and return it as soon as possible.

If you have any questions about the LPN/VN entry-level practice analysis, please contact NCLEX information at 866-293-9600 (toll free number) or email nclexinfo@ncsbn.org.

2006 Nursing Excellence Award Recipient

The 2006 Nursing Excellence Award was presented to Beth Partin, outgoing KBN vice-president, on May 12 at the 25th Annual Kentucky Nurse Day Banquet. Beth was selected for this honor based on her diligence and key role as a proponent for ARNP legislation governing prescriptive authority as well as her ongoing support to KBN staff and commitment to the Board. The nomination statement appears below. Congratulations, Beth!

Dr. Elizabeth “Beth” Partin is nominated for this honor based on her outstanding service to the nurses of Kentucky. A two-term member of KBN, Beth serves as vice-president, chair of the ARNP Advisory Committee, and a member of the Credentials Review Committee. Her leadership in these roles continues to be significant in defining the scope of practice for advanced practice nurses in the state. As president, vice-president, president-elect and legislative liaison of the Kentucky Coalition of Nurse Practitioners and Nurse Midwives, Beth was pivotal in defining and moving the legislative agenda that led to ARNPs attaining prescriptive authority in Kentucky (1996) and in attaining authority to prescribe scheduled drugs (2006). A quiet-spoken nurse, she is undaunted as a champion to ARNPs, spending a total of 30 days during one General Assembly session meeting with legislators and special interest groups to garner support for ARNP prescription authority. Through her testimony, media interviews and interactions with opposing organizations, Beth conveys a positive professional image of ARNPs in the state. Her tireless efforts make her a fitting exemplar of excellence in nursing.
The Lexington VA Medical Center is seeking experienced nurses for the following positions:

- Full Time RN Rehabilitation Nurse - Certification in Rehabilitation Nursing required.
- Full Time RN's - Telemetry ACLS required
- Full Time RN (Morehead, KY) - Outpatient Clinic. BSN – Acute Care Experience Preferred.

Contact Judith Young, Nurse Recruiter, at (859) 281-4917 or Fax (859) 281-4988.
E-mail resume to: Judith.Young1@med.va.gov

An Exceptional Benefits Package

- RN's start with 5 Weeks Vacation/Year
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is nothing to celebrate.

This year, more than 172,000 people will be diagnosed with lung cancer.
And more than 163,000 will die from the disease—making it America’s NUMBER ONE cancer killer.
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Help Lung Cancer Alliance shine a light on lung cancer and focus more attention on fighting this disease.
Working together, we won’t be number one.

NO MORE EXCUSES.
NO MORE LUNG CANCER.

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Who said Continuing Education can’t be fun? We are changing that forever.

Join ThinkAboutItNursing and Poe Travel for a CE Cruise that will cure your overworked blues with some *salsa and sun* on board NCL’s “Norwegian Dream.” While you’re soaking up the Caribbean culture, you can earn your annual CE credits AND write the trip off on your taxes. How is that for paradise?

Prices for this cruise and conference are based on double-occupancy (bring your friend, spouse or significant other please!) and start **as low as $860 per person** (not including airfare). A $200 non-refundable per-person deposit is required to secure your reservation, BUT please ask us about our **Cruise LayAway Plan**.

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

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### Cruising for Credits

This eight-day cruise and nursing conference is slated to sail from **Houston** on **March 3, 2007**, and will visit the following ports:

- **Day One**: Houston
- **Day Two**: At sea (conferences)
- **Day Three**: Yucatan, Mexico
- **Day Four**: Cozumel, Mexico
- **Day Five**: Belize City, Belize
- **Day Six**: At sea (conferences)
- **Day Seven**: At sea (conferences)
- **Day Eight**: Houston

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Bus transportation between Little Rock and Houston is available for only **$60 each way**.
Governor Ernie Fletcher signed the Kentucky Nurse Licensure Compact (NLC) Bill on March 28, 2006. The NLC is a mutual recognition model for nurse licensure that permits a RN or a LPN to hold one license in his or her home state (primary state of residency) and to practice in other compact states (referred to as remote states). This mutual recognition model is similar to the motor vehicle driver license model that allows United States citizens to drive throughout the country on a driver's license issued by a state. Once Kentucky implements the NLC, a RN or LPN whose primary state of residence is a compact state (home state) will be issued a license by that state and no longer needs individual licenses to practice in other compact states (remote states). A licensee who is under a disciplinary order or agreement that limits practice or requires monitoring or has an agreement with an alternative program will not be allowed to work in other compact states (remote states) without prior written authority of both states. ARNPs will still be required to obtain authorization in each state to practice as advanced registered nurse practitioners. However, an ARNP may use an RN license issued by his or her home state, if that state is a member of the NLC.

KBN will need about a year to plan for the implementation of the NLC. At this time, KBN is working with the Nurse Licensure Compact Administrators to prepare for Kentucky’s entry into the NLC. All compact states must belong to the National Council of State Boards of Nursing (NCSBN) national licensure verification database system, NURSYS. KBN is currently working with the NCSBN to refine our data reporting to NURSYS. The agency is also preparing to promulgate Kentucky Compact regulations. KBN will have specific written communication with nurses who hold a Kentucky license and participate in a KBN monitoring program. Our agency will also have written communication with nurses who hold a Kentucky license but list another compact state as their primary state of residence. Other compact states will have written communication with nurses who hold a license in their state, but list Kentucky as their primary state of residence. The KBN website at http://kbn.ky.gov and the KBN Connection will inform nurses of the changes taking place to implement the compact. June 1, 2007 is the target date for Kentucky to join the compact.

Once Kentucky implements the compact, nurses who live in a non-compact state and apply for licensure in Kentucky will be issued a single state license marked “valid only in Kentucky.” A nurse with a single state license is not granted the privilege to practice in any other compact state. Nurses living in a compact state but working in a non-compact state are required to obtain a license in the non-compact state.

Each issue of the KBN Connection will have updates and additional information about the NLC. Questions regarding the compact may be sent to sue.derouen@ky.gov or nathan.goldman@ky.gov. KBN is excited about joining the NLC and looks forward to working with the nurses licensed in our Commonwealth as we institute this change in licensure.
Nursing education... pass it on.

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

Nursing. It's Real. It's Life.
Controlled Substances Formulary Development Committee

Appointed Venda Kelley, MS, ARNP, and Elizabeth Partin, ND, CFNP, to serve on the Controlled Substances Formulary Development (CSFD) Committee for 2-year and 3-year terms, respectively.

Nursing Education

- Accepted the application to establish a Danville Extension and a Lawrenceburg Extension of the Bluegrass Community and Technical College, Associate Degree Nursing Program, Lexington. Further directed that the date of admission for the first class to the programs be clarified in the proposal phase of program development.
- Approved the proposed revision to 201 KAR 20:215 with the addition of a statement that KBN will adhere to all established policies required by other providers.

Nursing Practice

- Approved the letters of response to the following opinion requests: Role of the LPN in assisting with the replacement of a percutaneous endoscopic gastrostomy tube; administration of Cytotec to induce labor; LPN intravenous therapy scope of practice; performance of aspiration biopsy of chronic wounds by nurses; a proposal to provide low-level laser therapy to eliminate smoking addiction; performance of laser procedures by an ARNP, designated nurse practitioner; and expansion of practice for an ARNP, designated women’s health nurse practitioner, to provide urology services to men after obtaining “urology advanced practice” certification issued by the Society of Urologic Nurses and Associates.
- Directed the Kentucky Board of Pharmacy be requested to provide an in-service to KBN on the role of the pharmacist in dispensing medication for off-labeled and investigation uses, and to address the components of prescribing and administering such medications. Further directed that a letter be submitted to the Kentucky Board of Medical Licensure and the Kentucky Board of Pharmacy to express concern and solicit information on the increased use of medications for off-labeled purposes. It was also directed that copies of KBN’s advisory opinion letters on this matter be provided to both agencies.

Consumer Protection

- Directed that a nurse be required to maintain a current license while on Limitation/Probation status with KBN.
- Directed that the code for “Action in Another State” be removed from the KBN website.
- Directed that KRS 314.091 be revised and that, “within 30 days of entry of the final judgment and upon learning of any failure to notify the board under this section, the board may initiate an action for immediate temporary suspension under KRS 314.089 until the person submits the required notification,” be deleted from the law in order to avoid duplication of reporting.

Disciplinary Actions

Approved 8 Proposed Decisions as written and received reports on the approval of 19 Agreed Orders and 7 Consent Decrees.
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“I enjoy working at PMC because of the great teamwork between co-workers and the family like atmosphere that welcomes you as soon as you walk through the door.”
- Jamessa Scott, RN

“I live in Pikeville because it’s a great place to raise a family. I work at Pikeville Medical Center because it’s a great place to practice. I couldn’t have made a better decision.”
- Chris Altman, CRNA

Contact:
Brian Mullins
Pikeville Medical Center
911 Bypass Road • Pikeville, KY 41501
Ph: (606) 218-3504 • Fax: (606) 437-9708
brian.mullins@pikevillehospital.org

Apply in person:
Human Resources, located on the second floor of the May Tower.
Hours: M-F, 8 a.m. - 4:30 p.m.
Visit our website at www.pikevillehospital.org to download an application or apply online.

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Administration and Interpretation of TB Skin Tests

In response to questions on the role of nurses in the delegation of tuberculosis (TB) skin test administration and interpretation of test results to unlicensed personnel, it is the practice advisory opinion of KBN that:

1. The administration of TB skin tests should be performed by nurses and not delegated to unlicensed personnel, and
2. Interpreting TB skin test results requires substantial specialized nursing knowledge in evaluating the TB skin test result for erythema, vesiculation and induration. In addition, in such instances where induration of a TB skin test site may be detected, further nursing evaluation would be required in order to determine a negative, borderline or positive result. Consequently, the appropriate nursing interventions would be dependent upon the resulting interpretation of the TB skin test, such as repeat TB skin testing, or referral for sputum cultures or chest radiography. It is the advisory opinion of the Board that reading and thus interpreting TB skin test results should not be delegated to an unlicensed person by a nurse. This opinion is also based on 201 KAR 20:400, Section 3, Criteria for Delegation, which states in part: "...The delegation of a nursing task shall meet the following criteria...the nursing task must not involve independent nursing judgment or interventions."

A copy of 201 KAR 20:400 is available on the KBN website.

Aspiration Biopsy of Chronic Wounds

In response to an inquiry, KBN advised that the performance of an aspiration biopsy of chronic wounds is within the scope of RN practice and not within the scope of LPN practice. The RN who performs this act should possess a substantial specialized knowledge base as a wound care specialist and have current clinical competency in the performance of the act. The nurse's practice should be consistent with the Kentucky Nursing Laws, established standards of practice and be evidence based.

Intravenous Therapy Practice

The Infusion Nurses Society has revised its “Infusion Nursing Standards of Practice” that is published in the Journal of Infusion Nursing, Supplement to Jan/Feb 2006, Vol 29, No 1S; and its “Policies and Procedures for Infusion Nursing” (3rd Edition). Education offerings preparing LPNs in intravenous therapy practice are required (in 201 KAR 20:490, Section 2) to use the INS Policies and Procedures for Infusion Nursing (2nd Edition). In the future, the 3rd Edition will be required. Copies of both publications are available from the Infusion Nurses Society, 220 Norwood Park South, Norwood, MA 02062 (www.ins1.org).

ARNP Certification/Recertification Must be Current to Practice

Even though an advanced registered nurse practitioner (ARNP) holds a current ARNP registration in Kentucky that expires annually on October 31, the ARNP may not be eligible to practice in Kentucky. Each ARNP must also hold current certification (sometimes referred to as recertification) in his/her specialty area of practice in order to practice in Kentucky. An ARNP's certification most often expires at a different date than the Kentucky ARNP registration. ARNPs should apply for renewal of their certification well in advance of its expiration date. Practicing with a lapsed certification or registration is a violation of the Kentucky Nursing Laws.

During the past year, KBN has taken disciplinary action against ARNPs who have continued to practice after their certification has lapsed. ARNPs and their employers are reminded that the ARNP must hold both current Kentucky ARNP registration and current specialty practice certification/recertification (in an area recognized by KBN) in order to practice legally in Kentucky. To assure an ARNP holds current certification employers should view the ARNP's certification document, and/or verify that it is current with the national nursing organization issuing the certification. A copy of 201 KAR 20:056 listing the acceptable national certificating organizations can be found on the KBN website.

ARNP Prescriptive Authority for Scheduled Drugs

Effective July 12, 2006, the law (KRS Chapter 314) grants Kentucky ARNPs authority to prescribe scheduled drugs. ARNP prescribing authority for scheduled drugs is limited and requires various provisions be met prior to prescribing. The Kentucky Coalition of Nurse Practitioners and Nurse Midwives has published a detailed document entitled, “A Guide for Kentucky ARNPs: Prescribing Controlled Substances and Applying for DEA Registration.” All ARNPs should review the entire guide that is available on the Coalition's website at www.kcnpnm.org.
Mandatory Online Renewal Information

Fees:
$50 RN; $50 LPN; $40 ARNP; $35 SANE

Postcard Notification:
On June 22, all nurses who held an active license were mailed a postcard containing renewal information. If you have moved and not updated your address with KBN, you may do so when you renew your license from our website at http://kbn.ky.gov/onlinesrvs/renewal.htm. Changes you submit from this web address will update the KBN database as soon as you submit the data. RNs with an inactive license did not receive a postcard notification, since the inactive status will not be available after October 31, 2006.

Mandatory Online Renewal Information:
This year, all RNs, LPNs, ARNPs and SANEs must renew online at http://kbn.ky.gov/onlinesrvs/renewal.htm. The renewal site is a secure system located behind two firewalls, using the highest level of encryption available. To renew online, you will need the last four digits of your social security number, license number, date of birth, and your RN license and either a MasterCard or Visa credit or debit card or your bank routing number and checking or savings account number. Prepaid credit cards are also available from many banks.

Using any computer with Internet access, you can renew at any time of day, any day of the week, and receive instant notification that your renewal information was received by KBN. You may also change your address at the time of renewing. This is the fourth year that KBN online renewal has been available. You may access the renewal link until midnight, Eastern time, October 31, 2006, when access to the link will be disabled. If you fail to renew and/or fail to submit required documentation before the October 31 deadline, your license will lapse, and you will have to reinstate your license.

Required documentation includes:
1. Court records and letters of explanation, if you answer "yes" to the criminal activity question.
2. Board certified orders and letters of explanation, if you answer "yes" to the disciplinary history question.
3. Letters of explanation and other requested documentation, if you answer "yes" that your ARNP national certification was probated.
4. Other documentation requested by KBN staff.

Do NOT submit evidence of continuing competency earnings or of permanent residence unless requested to do so.

ARNP Renewal
If you are renewing your ARNP registration and your RN license, you MUST use the RN-ARNP link on the renewal web page. From this link, you will renew your RN license and your ARNP registration simultaneously, for the combined fee of $90 (RN-$50 and ARNP-$40). Be sure you do not use the RN-LPN link.

SANE Renewal
Before you will be able to renew your SANE certification, you must renew your RN license from the RN-LPN renewal link. When you have completed that process, proceed to the SANE link to renew your SANE certification. If you are a SANE and an ARNP, renew your RN-ARNP first (see above information), and then renew your SANE credential from the SANE link.

Military Nurses Deployed Overseas
If you are a military nurse and will be deployed overseas during the renewal period, you have two options:
1. Submit a copy of the official overseas deployment orders to KBN. Your license will be renewed to reflect an expiration date through the renewal period that corresponds with your deployment orders. You are not required to submit a fee, and you are exempt from meeting the continuing competency requirement.
2. Do nothing until you are reassigned to the United States. You will have 90 days after your return to request the renewal of your license. You must submit a copy of the orders you receive for your reassignment to the United States. You will not be required to pay the renewal fee, and you will be exempt from meeting the continuing competency requirement. If you do not request renewal of your license within the 90-day period, you will have to reinstate your license, pay the fee, and meet the continuing competency requirements for reinstatement.

Paper Renewal Applications
Paper renewal applications will be available for an additional fee of $40. This fee does not include the renewal fees listed previously. To request a paper renewal application, you must return the designated portion of the renewal notification postcard and a check or money order in the amount of $40. A paper application will be mailed to you. When you return the renewal application to KBN, you must include the appropriate renewal fee. Paper applications will be mailed after September 10, 2006.
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Inactive Registered Nurses

All inactive RN licenses will lapse at midnight, October 31, 2006, and the inactive status will no longer be available. If you hold an inactive RN license, you may:

1. Let your license lapse. A lapsed license is not associated with disciplinary action, and you do not have to earn continuing competency credits while your license is lapsed. You may reinstate to an active status at any time after October 31, 2006 by filing an application, fee, and meeting the continuing competency requirements in effect at the time of your reinstatement. You do not have to retake NCLEX to reinstate from a lapsed license status.

2. Change to an active status between June 1 and October 31, 2006 to receive an active license that expires October 31, 2007. File an application, fee and the continuing competency requirements. After your application is reviewed, your license may be changed to an active status.

3. Apply online for a retired license status. After November 1, 2006, RNs may apply for a retired status by completing the application and paying the one-time $25 fee. LPNs may apply at any time. The retired license status is not subject to renewal. You may use the initials RN or LPN if you hold a retired status license. You may not practice as a nurse with a retired licensure status card.

Remember, if you practice as a nurse in Kentucky without an active nurse’s license, you are subject to disciplinary action.

Additional information and applications for reinstating or changing to an active or a retired status are on the KBN website at http://kbn.ky.gov.

Clinical Outpatient Care Providers Needed

Kentucky River Community Care, Inc., a private non-profit Community Mental Health Center, in the beautiful mountains of Eastern Kentucky, is seeking a qualified candidate for a unique opportunity providing clinical outpatient care.

If you are interested in:

• Joining an established agency, with over 30 years experience.
• Working in an innovative environment.
• Competitive salary ($70,000 starting) and benefits.
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Please send letter of interest and resume/CV, including where you saw this ad, to:

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Kentucky River Community Care, Inc.
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Hazard, KY 41701
(phone) 606-436-5761 • (fax) 606-435-0817
www.krccnet.com
Crystal clear blue water, lush tropical setting, and sandy white beaches. These are just a few of the spectacular sights that were seen during the week-long Nursing Caribbean Cruise sponsored by Think About It Nursing. Embarking on the Carnival cruise ship Conquest is an adventure in and of itself, but when added with shore excursions, you get an amazing vacation with the opportunity to earn continuing education hours.

On Sunday, April 23rd, nurses from all over the United States boarded the ship for the western Caribbean tour. The first two days were spent traveling to the first destination, allowing passengers to get accustomed to the vast ship and all its amenities.

Continuing education classes were held the mornings of the days at sea, so attendees would not to miss out on any of the other activities that Carnival had to offer. Tanning on the windy deck, lounging by one of the two pools, sliding down the big waterslide, and tasting the delicious buffet treats were all encouraged by the friendly Carnival staff.

Entertainment on the ship varied from hilarious comedy shows, a round of karaoke, and there was always fabulous dining. The various shops on the ship were full of great deals on cruise souvenirs, fashion clothing and jewelry, plus extra necessities such as film and sunscreen. And of course, each person had their favorite destination, and came away with interesting stories from their experiences in Jamaica, Grand Cayman and Cozumel.

If you’ve never cruised before, this is definitely a great way to meet new people, visit exotic places, and experience complete relaxation. (And, by the way, complete those continued education classes you need). Don’t worry if you missed the 2006 cruise, because the second-annual Caribbean Nursing Cruise is slated to sail on March 3, 2007, from Houston on the lush Norwegian Dream. Ports of call include Progreso, Yucatan, Playa Del Carmel, and Cozumel, Mexico, and Belize City, Belize. Call Teresa Grace at Poe Travel at 800-727-1960 to get more information, or visit our website at www.thinkaboutitnursing.com.

Happy Sailing!
Change in Earning Periods for All Nurses
All nurses licensed by KBN must be able to provide validation of CE/competency for each yearly earning period. LPNs began the yearly renewal of license this past October. RNs will begin the annual renewal process in July 2006. The CE/competency earning period is the same as the licensure period, i.e., November 1 through October 31.
Each year KBN audits a randomly selected pool of nurses. If audited, failure to provide documentation of having earned the required CE/competency will subject the licensee to disciplinary action in accordance with the Kentucky Nursing Laws.

CE Information Concerning Annual Renewal
According to KBN Administrative Regulation 201 KAR 20:215, validation of CE/competency must include one of the following:
1. Proof of earning 14 approved contact hours; OR
2. A national certification or recertification related to the nurse's practice role (in effect during the whole period or initially earned during the period); OR
3. Completion of a nursing research project as principal investigator, coinvestigator, or project director. Must be qualitative or quantitative in nature, utilize research methodology, and include a summary of the findings; OR
4. Publication of a nursing related article; OR
5. A professional nursing education presentation that is developed by the presenter, presented to nurses or other health professionals, and evidenced by a program brochure, course syllabi, or a letter from the offering provider identifying the licensee's participation as the presenter of the offering; OR
6. Participation as a preceptor for at least one nursing student or new employee undergoing orientation (must be for at least 120 hours, have a one-to-one relationship with student or employee, may precept more than one student during the 120 hours, and preceptorship shall be evidenced by written documentation from the educational institution or preceptor's supervisor); OR
7. Proof of earning 7 approved contact hours, PLUS a nursing employment evaluation that is satisfactory for continued employment (must be signed by supervisor with the name, address, and phone number of the employer included), and cover at least 6 months of the earning period.
8. Certain college credit courses may be used to meet CE requirements. Nursing courses, designated by a nursing course number, and courses in physical and social sciences, such as Psychology, Biology, and Sociology, will count toward CE hours. One semester credit hour equals 15 contact hours; one quarter credit hour equals 12 contact hours.

Domestic Violence CE Requirement:
There is a requirement to earn 3 contact hours of approved domestic violence CE within 3 years of initial licensure (one-time only). This requirement is included as part of the curriculum for nurses graduating from a Kentucky nursing program on or after 5/1998. The CE audit will monitor compliance of the 3 contact hours of domestic violence CE. Many nurses may have met this obligation during the previous renewal period, however, if selected in the random CE audit, the nurse will be required to furnish a copy of the certificate of attendance for domestic violence CE even if it was earned during the last renewal period. This requirement applies to licensure by endorsement from another state.
Pharmacology and Sexual Assault CE Requirements:
ARNPs are required to earn 5 contact hours of approved CE in pharmacology. Sexual Assault Nurse Examiners (SANE) credentialed nurses must earn 5 contact hours of approved sexual assault CE (forensic medicine or domestic violence CE will meet this requirement). These hours count as part of the CE requirement for the period in which they are earned.

HIV/AIDS CE Requirements:
The 2 hours of mandatory HIV/AIDS CE must be earned once every 10 years. The LPN earning period is from 11/1/2001 – 10/31/2011; RN from 11/1/2002 – 10/31/2012. Nurses are required to maintain proof of earning the CE for up to 12 years.

CE Requirements for New Licensees:
All licensees are exempt from the CE/competency requirement for the first renewal period of the Kentucky license issued by examination or endorsement. If an individual does not renew the original license, the exemption for the CE/competency is lost and all CE requirements must be met before the license can be reinstated.

Additional information about CE/competency can be found on the KBN website at http://kbn.ky.gov/education/ce.htm.
"Our nurses are such great teachers, the ones I have been assigned to work with are awesome."

Nikki Christian, OMHS Nurse

Nurses have numerous employment options. Sorting through offers and incentives can be challenging, especially for graduates with no previous nursing experience.

But for Nikki Christian it was a straightforward decision; the seasoned surgical technician knew where she wanted to put down her career roots.

“There was no question about where I wanted to work when I finished nursing school,” said Christian, who worked at hospitals in the Owensboro region for six years, “falling in love” with nursing while observing nurses during her tenure in hospital operating rooms.

Christian, who came to work at OMHS as a nurse extern following her third semester of nursing school, worked seven months in the Coronary Care Unit. Today, she is a nurse graduate and is a full-time Intensive Care nurse. She considers nurses at OMHS a significant part of her education.

“Our nurses are such great teachers,” she said. “The ones I have been assigned to work with are awesome.”

The next steps for Christian include a bachelor of science in nursing and eventually becoming a nurse anesthetist. But she said she knows where she wants to be.

“This is my home, that’s for sure.”

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For A Confidential Interview:
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Recently, several inquiries have been received at KBN concerning the CE audit process. Many of these questions have been brought about because of the recent changes in the KBN administrative regulations for continuing competency (201 KAR 20:215). Not only has there been a change in the renewal and earning period, but there has also been a change in the number of contact hours required. Enclosed in this publication you will find a summary of CE/competency requirements, and notification that all nurses are now required to renew their license on a yearly basis.

KBN begins preparation for the CE audit immediately following the renewal period. Any nurse renewing his/her license is subject to the audit unless the license is on “exempt” status. Nurses renewing their license for the first time in Kentucky are exempt from earning CE hours and are, therefore, not included in the audit. Nurses are randomly selected to participate in the audit through a computerized system. Audit letters are generated, printed, and mailed by February 1 of each year with a return request date of March 31.

Audit responses received in the KBN office are approved or denied by the Continuing Competency Program Coordinator. Approval letters are mailed to all individuals meeting audit conditions. Individuals that are non-compliant with the audit requirements will be mailed letters stating the nature of the deficiency, and given a specific amount of time to correct the deficiency. Individuals earning the CE hours late will be offered the right to enter into a legal agreement called a Consent Decree, and the appropriate fine will be issued. If entering into the Consent Decree agreement and paying the fine is not agreeable, the nurse will be given the right to a Board hearing.

Approximately March 15, a list of the names of nurses that have not yet responded to the audit will be compiled, and letters will be written to those individuals informing them that their records will be forwarded to the Investigation and Discipline Section of the Consumer Protection Branch for initiation of disciplinary action. At this time, audit responses for all nurses that are non-compliant to the audit requirements will also be forwarded to the Consumer Protection Branch. If an individual’s audit response is forwarded to the Consumer Protection Branch, that person will automatically be included in the audit the following year.

Part of the audit process for the last 3 years has been to compile data concerning how the individual nurses chose to fulfill their CE/competency requirements. The results are provided below:

- The February 2004 audit of LPNs renewing their license by October 2003 showed that 48% submitted the minimum 30 contact hours required, 45% submitted more than the required 30 hours. Of the nurses using an alternative method to obtain their CE/competency, 36% used college hours, and 64% used a successful employment evaluation to meet 15 of the required 30 hours.

- The February 2006 audit of LPNs renewing their license by October 2005 showed that 4.5% submitted the minimum 14 contact hours required, 95.5% submitted more than the required 14 hours. Of the nurses using an alternative method to obtain their CE/competency, 41.4% used college credit hours to meet their requirements, 51.7% used a successful employment evaluation to meet 7 of the required 14 hours, and 6.9% acted as a nursing preceptor.

- The February 2005 audit of RNs renewing their license by October 2004 showed that 31.5% submitted the minimum 14 contact hours required, and 68.5% submitted more than the required 14 hours. Of the nurses using an alternative method to obtain their CE/competency, 25.1% submitted a national nursing certification, 11% used college credit hours, 1.1% used a CE presentation, 62% used a successful employment evaluation, and 0.08% submitted proof of serving as a preceptor.
KBN has received numerous inquiries over the years regarding a nurse’s responsibility to act in an emergency situation. Many times, the question is whether a nurse would be held civilly liable for refusing assistance in an emergency or, possibly, for rendering aid. The question becomes more complex when a nurse acts in an emergency to assist a patient when there is no physician order in place for the administration of a medication that may save the patient’s life.

Kentucky’s “Good Samaritan Law” states in KRS 411.148 that a nurse, among others, shall not be liable for civil damages when administering emergency care at the scene of an emergency when done for no remuneration. However, the Office of the Attorney General has questioned the constitutionality of this law under the Kentucky Constitution and it would appear that this statute would not apply to a nurse who is being paid and acts while on duty. (See OAG 79-535)

The Kentucky Nursing Laws, Chapter 314.101 states, ‘This chapter does not prohibit: the furnishing of nursing assistance in an emergency....’ That being said, nurses do not have the authority to independently prescribe medications or to administer prescription medications without a valid medical order issued by a prescriber. KBN has an advisory opinion statement (AOS #14) that addresses a nurse’s implementation of medical orders. A nurse may be held accountable and incur disciplinary action if the nurse administers medications without a valid medical order.

In addressing the issue regarding the administration of medications without a physician’s order, KBN requested an opinion of the Attorney General in 1979. Specifically, the question regarded the legality of nurses carrying out orders conveyed by someone other...
than a licensed physician or dentist and whether there is a difference if the situation is one of emergency. This opinion states in part: “...in an emergency situation a registered nurse or licensed practical nurse may take any procedures which the nurse is trained to perform to save the life of a patient without the necessity of having a physician's or dentist's order. Of course, the nurse will be judged by the factual situation—that is, is it a true emergency, does she have time to contact a physician or dentist, and is she trained to perform the procedure she seeks to perform?” (OAG-79-506)

Common law principles provide that there is no affirmative responsibility to act in an emergency situation. However, there may be a clearly defined relationship between the parties that may impose obligations that would not otherwise exist. In some instances, failure to render assistance may lead to liability if the injury is aggravated through inaction. On the other hand, if a nurse chooses to act in an emergency, the nurse may be held civilly liable for any negligence. Nurses would be well advised to follow any employer or facility policy or established protocol on how to render aid in an emergency situation. In addition, the nurse must adhere to current standards of nursing practice and may be held accountable for actions that are negligent or inconsistent with the practice of nursing.

This article, while addressing the Kentucky Nursing Laws, does not purport to be formal legal advice. KBN encourages nurses to seek advice from an attorney when confronted with civil liability issues. Nurses may also want to review their malpractice insurance to determine whether their policy covers emergency care situations.

### Disciplinary Case Review

**Disclaimer:** Although disciplinary action taken by KBN is a matter of public record, the identity of this nurse will not be revealed and will be referred to as Nurse BB.

Nurse BB has been licensed with the KBN since 1999. She holds a Bachelor’s prepared RN license. Nurse BB was employed as a full-time, night shift charge nurse on a Cardiac Unit at a hospital in Kentucky. Nurse BB wrote a physician’s order in a patient’s chart for “Ativan 1 mg IV push now” per verbal order from the physician. However, Nurse BB never actually spoke to the physician to obtain the order, and she subsequently administered the medication. The patient’s condition deteriorated and required transfer back to the Intensive Care Unit.

Nurse BB admitted openly to her employer and KBN staff that she indeed wrote the order. However, Nurse BB also indicated that this was “common practice” in this unit. She indicated that the physicians in the unit made it very clear that they were not to be bothered for such things as Tylenol or other simple matters. The nurses were told to “use good judgment.” Needless to say, Nurse BB was terminated from her position at the hospital. Upon
the hospital’s direction, Nurse BB self-reported the occurrence to KBN. The hospital filed a formal complaint with KBN indicating Nurse BB was terminated for falsification of medical records and administration of medication without a physician’s order.

From an Investigator’s standpoint, this case exhibited a clear violation of the Kentucky Nursing Laws. Due to the mitigating circumstances and the nurse’s report that this was “common practice” in that unit, the case was taken to the KBN Credentials Review Panel (CRP). This panel is composed of 3 Board members who review cases and provide direction to KBN staff for final resolution of pending complaints. After an extensive review of Nurse BB’s investigative file, CRP recommended a reprimand be issued on Nurse BB’s license for the seriousness of her inappropriate nursing actions. KBN believed that Nurse BB worked in an environment that somewhat cultivated her inappropriate nursing actions. However, the Kentucky Nursing Laws clearly hold each nurse accountable for his/her own actions. Specifically, KRS 314.021 (2) reads, “All individuals licensed under provisions of this chapter shall be responsible and accountable for making decisions that are based upon the individuals’ educational preparation and experience in nursing and shall practice nursing with reasonable skill and safety.”

Nurse BB clearly falsified medical records and practiced outside of her scope as a RN by writing physician orders and administering medication without a legitimate order.

Nurse BB was issued a Reprimand and had to pay a civil penalty of $500 to KBN in addition to attending KBN sponsored “Nursing Leadership Program.” A referral was made to the Kentucky Board of Medical Licensure regarding the physician who had “expectations” that nurses practice outside of their scope and function. A referral was also made to the Office of Inspector General related to the facility’s expectations of the medical and nursing staff.

Nurse BB was placed in a “No Win” situation. If she called the physician she would suffer the consequences, since she did as he expected, she lost even more. So for any nurse who finds him/herself in this situation; remember that you worked hard for your license, and you need to protect it. Advise the physician it is not within your scope, function and training to prescribe medications. Follow your chain of command when placed in these types of situations. Any nurse who complies with these requests, not only places his/her license in jeopardy, but places the patient and facility at risk.

For practice related issues, contact Bernadette Sutherland, Nursing Practice Consultant, at 502-429-3307 or toll-free at 1-800-305-2042, ext 231.

Thank you to our advertisers for making this magazine possible.

If you would like more information on advertising in KBNursing Connection, please contact Laura Norris at 1-800-561-4686 or lnorris@pcipublishing.com
Since the publication of the spring edition of the KBN Connection, the Board has taken the following actions related to disciplinary matters as authorized by the Kentucky Nursing Laws. A report that contains a more extensive list of disciplinary actions is available on the KBN website at http://kbn.ky.gov/conprotect/investdiscp/disciplinary.htm. If you need additional information, contact KBN’s Consumer Protection Branch at 502-429-3300.

**DECISION APPEALED BY LICENSEE**

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**IMMEDIATE TEMPORARY SUSPENSION OF LICENSE**

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<tr>
<td><em>Burton, Lisa Karen Grider</em></td>
<td>RN #1079603</td>
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<tr>
<td><em>Dillingham, Mary Florence Hampton</em></td>
<td>LPN #2022836</td>
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<tr>
<td>Kuhn, Charlotte Lynn Ray</td>
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<td><em>Matt, Shawn Marie</em></td>
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<td>Louisville KY</td>
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<tr>
<td><em>Watt, Kelly J. Hupp</em></td>
<td>RN #1104983</td>
<td>Elizabethtown KY</td>
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<tr>
<td>Williams, Rick J.</td>
<td>RN #1100592</td>
<td>Corbin KY</td>
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<td>Woolen, Michael</td>
<td>RN #1079364</td>
<td>Owensboro KY</td>
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**LICENSE IMMEDIATELY SUSPENDED OR DENIED REINSTATEMENT FOR FAILURE TO COMPLY WITH BOARD ORDER; STAYED SUSPENSION IMPLEMENTED OR TERMINATION FROM THE KARE PROGRAM**

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<tr>
<th>Name</th>
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<th>Location</th>
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<tbody>
<tr>
<td><em>Baker, Nancy E.</em></td>
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<td><em>Bowman,Rosa Lee</em></td>
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<tr>
<td><em>Dyer, Leanne Josephine Arnold</em></td>
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<tr>
<td><em>French, Jacklyn Denese Williams</em></td>
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<tr>
<td><em>Sheehan, Patricia Parrott</em></td>
<td>RN #1066241</td>
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<tr>
<td><em>Simpson, Amy Jo Irwin</em></td>
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<tr>
<td><em>Spain, Jeanne E. Johnston</em></td>
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<tr>
<td><em>Ulrich, Carol Annette Bozman</em></td>
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<tr>
<td><em>Wells, Tina F. Tubbs</em></td>
<td>RN #1074862</td>
<td>Paris KY</td>
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**LICENSE SUSPENDED**

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<th>Name</th>
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<tbody>
<tr>
<td><em>Akers, Kimberly Selvage</em></td>
<td>LPN #2027321</td>
<td>Ashland KY</td>
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<td><em>Bell, Theresa</em></td>
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<td><em>Bilbro, Mary Lisa</em></td>
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<td><em>Caulk, Paula Kinsey</em></td>
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<td><em>Farrington, Gloria</em></td>
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<td>Bronston KY</td>
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<td><em>Johnson, Byron</em></td>
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**LICENSE/CREDENTIAL CONTINUED ON SUSPENSION**

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<td>Holloway, Margo G. Goss</td>
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<td>Santos, Rhonda Angelita Searles</td>
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<td><em>Whittaker, Lorita Marie Drone</em></td>
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**LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED**

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<td>Bevins, Elizabeth L. Runyon</td>
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<td><em>Estes, Rebecca Lynn Griffin</em></td>
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**LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED cont.**

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<tr>
<td>Hays, Jeffery A.</td>
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<td>Bowling Green KY</td>
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<td>Morden, Cynthia</td>
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<td>Morris, Janet Lynn Cooper</td>
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<td>Watson, Arthur Steven</td>
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**LICENSE DENIED REINSTATEMENT**

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<tr>
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<td>Davis, Vickie Simpson</td>
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<td>Lanham, John Richard</td>
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<td>LPN #2027384</td>
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**LICENSE SUSPENDED AND STAYED LIMITED/PROBATED**

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**LICENSE REINSTATED LIMITED/PROBATED**

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<tr>
<td>Bell, Teresa Brown</td>
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<td>Gernert, Debra Donathan</td>
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<td>Shepherdsville KY</td>
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<td>Shabazz, Birdie Bowden</td>
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<td>Wilson, Patricia S. Bray</td>
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**REPRIMAND**

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<td>Rogers, Felica Howard Davis</td>
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<td>Shelton, Laraina Suzette Gaines</td>
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<td>Milton KY</td>
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<td>Storzum, John Anthony</td>
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**REINSTATEMENT FOR LICENSURE GRANTED**

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**LICENSE CLEARED**

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<td>Pangburn, Helen</td>
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<td>Jeffersonville IN</td>
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**CONSENT DECREES ENTERED MARCH 9, 2006 – JUNE 27, 2006**

- Imposition of civil penalty for practice without a current active license, temporary work permit, or ARNP registration........ ................................................................. 6
- Imposition of civil penalty for failure to meet mandatory continuing education requirement for renewal of license........ 21

**LICENSES REMOVED FROM PROBATION MARCH 9, 2006 – JUNE 27, 2006** .... 4

**KENTUCKY ALTERNATIVE RECOVERY EFFORT (KARE) PROGRAM GRADUATES TO DATE** ........ 10

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**CHANGE OF ADDRESS FORM**

Kentucky Revised Statute 314.107 and Kentucky Administrative Regulation 201 KAR 20:370, Section 1(11), requires a licensee to notify the Board upon establishment of a new mailing address. Effective immediately, for security purposes, the KBN will no longer accept address changes via electronic mail.

Address changes can routinely be made online on the KBN website at http://kbn.ky.gov. In order for your nursing license record to be updated, you must either submit the change online, or provide the required information as noted below.

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<thead>
<tr>
<th>Field</th>
<th>Information Required</th>
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<tbody>
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**For Identification, Provide the Following Required Information**

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| Signature                  |                        |
| Date                       |                        |

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RECRUIT NURSES!
“I’m sharing new ideas with a new generation of health care professionals.”

University Hospital is a state-of-the-art, 404 bed acute care facility, providing a full range of diagnostic, therapeutic, emergency, and surgical services, including the area’s only Level I Trauma Center. As the primary adult teaching hospital for the U of L Health Sciences Center, we train the next generation of health care professionals. Our knowledge of the latest medical treatments and techniques means patients at University Hospital receive the most up-to-date treatment in the region.

University Hospital offers competitive wages and benefits. Some of our benefits include:

- Medical, Dental, Life Insurance
- Tuition Reimbursement
- 403(b) Plan
- Retirement Plan
- Long and Short-term Disability
- Employee Recognition Programs

Please contact Human Resources at 502-562-3156 for information on openings for RN’s or visit our web site at www.UofLHealthcare.org for a list of openings.

Creating The Knowledge To Heal

a proud member of UofL Health Care
King’s Daughters Medical Center (KDMC), located in Ashland, Kentucky, is the premier healthcare provider in the Tri-State area. KDMC has 385 beds, 3,000+ employees, $325 million in revenue, and has become the market leader in patient care for the region. KDMC is a growing and extremely successful not-for-profit, independent medical center.

Opportunities are available to become part of a team that has a reputation for quality care. KDMC is one of America’s Top 100 Hospitals and offers very competitive salaries and an outstanding flex benefits package—including an on-site Child Development Center serving newborns, infants and children through preschool age.

For immediate consideration or to review available positions, please visit our web site at www.kdmc.com, to submit an application.