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Educational Needs Assessment and Learning Plans Based on Consent Agreements or Board Orders

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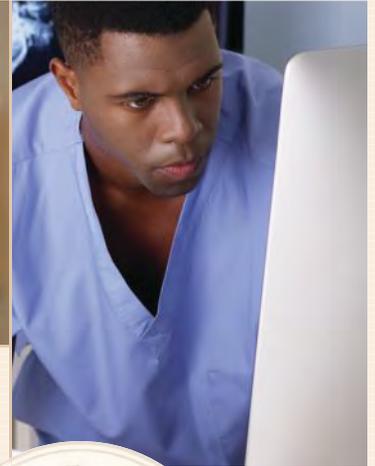
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COVER: Presentation of ONA Resolution to the Ohio Board of Nursing in recognition of the Board's Centennial. Left to Right: Lori Chovanak, CEO, ONA; Yvonne Smith, Past Board President; Daniel R. Kirkpatrick, Past President, ONA. See *Proclamation* on page 7.



Maryam Lyon, MSN, RN
President

The Board's top priorities are to efficiently license the nursing workforce and remove dangerous practitioners from practice in a timely manner to protect Ohio patients. Public protection is critical, as nursing touches virtually every citizen of Ohio. Each year the Board reviews its Strategic Initiatives and identifies objectives and outcome measures. To promote public safety and the safe practice of nursing, the Board has established the following Strategic Initiatives:

1. Assure licensees and certificate holders meet statutory and regulatory requirements to be licensed or certified to practice in Ohio and are appropriately credentialed to practice, while maintaining an efficient and effective system to license or certify applicants as quickly as possible to enter or remain in the workforce.
2. Efficiently handle complaints, investigations, and adjudications to safeguard the health of the public and, in cases involving chemical dependency or practice issues, provide alternatives to discipline programs, if determined appropriate.
3. Approve pre-licensure education programs to assure the programs maintain academic and clinical standards for the preparation of entry-level nurses.
4. Assure licensees and certificate holders maintain competency based on continuing education standards set forth in the Nurse Practice Act and administrative rules.
5. Address pertinent regulatory issues for licensees and certificate holders and provide greater clarity about the requirements to those regulated by the Board and to the general public.
6. Implement technological systems and innovative regulatory programs to increase organizational efficiency and use of resources.

The Board now regulates over 281,000 licenses and certificates. To keep current and receive updates and information about the Nurse Practice Act and administrative rules, proposed statutory and administrative rule changes, and other issues relating to the regulation of nursing, please visit www.nursing.ohio.gov and sign up for eNews, Twitter, and Facebook. •



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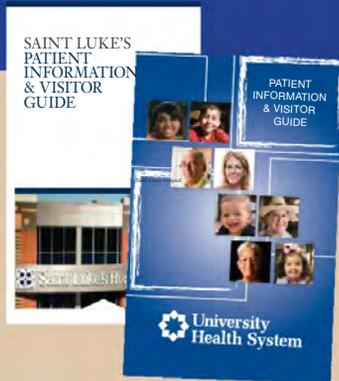
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FROM THE EXECUTIVE DIRECTOR

Governor Kasich and the Ohio legislature continue to make growing Ohio's workforce a priority. Data collection is a vital component of workforce planning and policy-making, and the Board is pleased to provide the data that assists with workforce planning initiatives.

This year was the second renewal cycle that the Board collected RN and APRN data. In 2013 the Board collected comprehensive data and compiled RN and APRN Workforce Data Reports. The same reports will be available for 2015.

The 2013 data was also used by the Ohio Action Coalition to produce a landmark report that provides a detailed and comprehensive analysis of Ohio's RN and APRN workforce. A similar report will be published by the Coalition for the 2014 LPN workforce data. The Ohio Action Coalition is one of 50 state-based coalitions working to implement recommendations from the Institute of Medicine's report, "The Future of Nursing: Leading Change, Advancing Health." The IOM report identifies data collection as a vital component for health care planning and policymaking.

The Board is proud to collect workforce data that is assisting with workforce planning initiatives of government, private industry, and the Ohio Action Coalition.

All Data Reports and the raw data are available through the Board web site at www.nursing.ohio.gov. Thank you for making workforce data collection successful! •



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

Ohio Nurses Association Proclamation

WHEREAS, in 1904 the Ohio Nurses Association was formed “to secure legislation for the advancement of the nursing profession in Ohio” including legislative campaigns for nursing registration and improved standards for education of professional nurses, and;

WHEREAS, Ohio Nurses Association’s successful legislative campaign resulted in passing the Nurse Practice Act on April 17th, 1915 leading to the formation of the *Nurses Examining Committee* which later became the Ohio Board of Nursing charged with regulating nursing practice through the Nurse Practice Act, and;

WHEREAS, the Ohio Board of Nursing

continues its work today and is celebrating 100 years of existence;

WHEREAS, Ohio Nurses Association and the Ohio Board of Nursing maintain a strong working relationship with common interests in promoting professional nursing issues, providing for patient safety, and supporting education in the profession, and;

WHEREAS, the Ohio Nurses Association commends the Ohio Board of Nursing for 100 years of leadership in its charge as the regulating body for nurses in Ohio, and;

WHEREAS, the Ohio Nurses Association recognizes the strength achieved in our profession through our continued collaborative efforts and collective interests. Congratula-

tions to all members of the current and past boards for your service in supporting and advancing the nursing profession while safeguarding members of the public.

Now, therefore, We, the Ohio Nurses Association, do hereby offer this Proclamation recognizing the Ohio Board of Nursing for 100 years of existence.

IN WITNESS WHEREOF, We have hereunto subscribed our names and caused the Ohio Nurses Association seal to be affixed this 9th day of October in the year 2015. •

Daniel R. Kirkpatrick
President, Ohio Nurses Association

Lori Chovanak
Chief Executive Officer, Ohio Nurses Association



Department of Nursing (Middletown Campus) Assistant or Associate Professor (two positions) to provide classroom and clinical instruction for baccalaureate students (pre-licensure & completion); advise and recruit students; participate in committees; undertake curriculum development in collaboration with department faculty; conduct scholarly and faculty development activities; provide service to university, community and profession; assume other responsibilities as assigned by the chair. Require: Master’s degree in nursing; enrollment in a doctoral program at the time of interview; minimum of two years (24 months) of clinical experience in medical-surgical acute care nursing; current or eligible for Ohio RN licensure. Appointment as Associate Professor requires established record of research/scholarship and completed doctoral degree. Strong candidates will have doctoral degree in nursing (PhD or DNP); teaching experience with baccalaureate and/or master’s nursing students; experience teaching in an online environment; advanced knowledge of informatics or current practice as a nationally certified FNP. Submit cover letter and vita to: <https://miamioh.hiretouch.com/job-details?jobID=1525>. Three letters of recommendations are required and must be submitted to: blairtl@miamioh.edu. Inquiries may be directed to Brooke Flinders at flindeba@miamioh.edu.

Screening of applications begins August 15, 2015 and will continue until the position is filled. Miami University, an EO/AA employer encourages applications from minorities, women, protected veterans and individuals with disabilities. Miami does not permit, and takes action to prevent, harassment, discrimination and retaliation. Requests for reasonable accommodations for disabilities should be directed to Ms. Mary Jane Leveline at (513) 529-2027. Annual Security and Fire Safety Report may be found at: <http://www.MiamiOH.edu/campus-safety/annual-report/index.html>. Criminal background check required. All campuses are smoke- and tobacco-free.

Educational Needs Assessment and Learning Plans Based on Consent Agreements or Board Orders

Nurses may contact nursing educators or nursing education programs to request assistance with establishing an “Educational Needs Assessment and Learning Plan,” a requirement that is included in some Consent Agreements (settlement agreements) or Board Orders when there is a violation of the Nurse Practice Act involving practice breakdown. Consent Agreements and Board Orders are public disciplinary actions, which

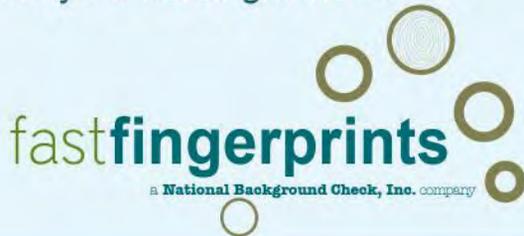
are different from nurse participation in the Practice Intervention and Improvement Program (PIIP), a confidential, non-disciplinary option for eligible individuals.

The nurse subject to a Consent Agreement or Board Order with this type of requirement must contact a nursing educator, approved by the Board, who has a master’s degree and is affiliated with a nursing education program. The educator is to

provide a written educational needs assessment and learning plan to the Board. After completion of the learning plan, the educator provides a written report to the Board documenting completion of the learning plan, recommendations for additional remedial education, if needed, and an opinion regarding whether the nurse is capable of practicing nursing according to acceptable and prevailing standards of safe nursing

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The nurse subject to a Consent Agreement or Board Order with this type of requirement must contact a nursing educator, approved by the Board, who has a master's degree and is affiliated with a nursing education program.

care. The nurse is responsible for the cost associated with the needs assessment and learning plan.

Board Monitoring Agents review this information with each nurse and provide contact information for educators the Board is aware of who have provided licensee education assessments in the past. Note that the educators do not have any relationship with the Board. Nurses are instructed to provide the written Consent Agreement or Board Order to the educator when making such requests because the Consent Agreement or Board Order provides detailed information about the requirement. If the nurse fails to provide an educator with a copy of the Consent Agreement/Board Order in advance, this may result in confusion about what is being requested and the educator may later decline to perform the service.

If nursing educators are interested in performing educational needs assessments, please contact the Board at monitoring@nursing.ohio.gov, so Board staff is made aware that you may be a resource. For questions or additional information, please email the Board Monitoring Agents using the same email address. They are available to review the information with educators and answer questions. •

LaTonia Denise Wright, RN, BSN, JD

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Ensuring Active License Status After Each Renewal Period – Your Responsibility

The 2015-2017 biennial renewal period for licensure to practice as a RN closed on August 31, 2015. The licenses of registered nurses who failed to timely complete the renewal process have lapsed. The next renewal period, 2016-2018, will be for LPNs. If LPNs do not renew their licenses by August 31, 2016 their licenses will lapse.

Nurses in an administrative role, such as a Director of Nursing, are responsible to ensure that nurses working for them have current, valid licenses to practice nursing. Rule 4723-4-06, Ohio Administrative Code (OAC), provides in part: “A licensed nurse, when functioning in an administrative role, shall verify that each nurse, dialysis technician, or medication aide under the nurse administrator has: (1) A current valid license to practice nursing in Ohio or a current valid certificate to practice as a dialysis technician or medication aide in Ohio; and (2) If applicable, other documents of approval or certification as required by the board.”

Similarly, a nurse serving as a Program Administrator at a nursing education program governed by Chapter 4723-5, OAC, is accountable for all requirements of Rule 4723-5-10, OAC (Qualifications of Administrators, Faculty, Teaching Assistants, and Preceptors for a registered nursing program), and/or for all requirements of Rule

The 2015-2017 biennial renewal period for licensure to practice as a RN closed on August 31, 2015. The licenses of registered nurses who failed to timely complete the renewal process have lapsed.

4723-5-11, OAC, for a practical nursing program. In all settings, nursing licensure should be verified at both the time of hire and as of September 1 of every license renewal period.

Ohio nursing licenses can be verified by visiting the Board’s website at www.nursing.ohio.gov and clicking on the link entitled, “License and Certificate Verification” to enter the Ohio eLicense Center. Questions regarding license verification that are not answered by accessing the Board website, may be submitted to licensure@nursing.ohio.gov. •

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Is it Clinical or Observational?

The Board receives questions about pre-license nursing education program curriculum and the student activities needed to achieve course outcomes. Specifically, whether certain planned nursing student activities are clinical or observational experiences. The purpose of this article is to assist program administrators and faculty members in differentiating between the two valuable, but different, nursing student activities.

Clinical Experience

Clinical experience, defined in Rule 4723-5-01(E), Ohio Administrative Code (OAC), means activities planned to meet course objectives or outcomes and to provide a nursing student with the opportunity to practice cognitive, psychomotor, and affective skills in the supervised delivery of nursing care to an individual or group of individuals who require nursing care. It is expected that clinical experiences will occur in a variety of settings because the student is to engage in providing nursing care to patients across the life span. Clinical experiences are designed to meet a behavioral nursing course objective or outcome within the nursing program.

The Nurse Practice Act authorizes nursing students in pre-license education programs to engage in nursing practice in certain circumstances. The student must be enrolled in and practicing under the auspices of an approved nursing education program, and acting under supervision of a registered nurse serving as the program's faculty member or teaching assistant. (See Section 4723.32(A), Ohio Revised Code (ORC)).

For clinical experiences, the faculty member or teaching assistant is limited

to supervising ten students and the faculty member or teaching assistant must be "immediately available" to the students at all times. (See Rule 4723-5-20, OAC, for the responsibilities of faculty, teaching assistants and preceptors in their supervision of students during clinical experiences.)

It is important to clearly understand the differences between clinical and observational experiences and meet the requirements of the Nurse Practice Act and the administrative rules.

In summary, a clinical experience is an activity designed to meet a clinical course objective in which the student engages in registered nursing practice defined in Section 4723.01(B), ORC, or licensed practical nurse practice defined in Section 4723.01(F), ORC, and is supervised by a qualified licensed nurse.

Observational experience is defined in Rule 4723-5-01(S), OAC, as a faculty assigned learning experience during which a student observes the delivery of care to others but does not participate in the care. Since the student is observing and is not providing nursing care, supervision by a qualified licensed nurse is not needed because the student is not engaging in nursing practice.

Observational Experience

It is important to be aware of and to caution the student that if the student engages in unsupervised nursing practice during an observational experience, the student may

have engaged in the unauthorized practice of nursing, a violation of the Nurse Practice Act. As noted above, the Nurse Practice Act authorizes nursing students in pre-license education programs to engage in nursing practice in certain circumstances. See Clinical Experience Section above and Section 4723-32(A), ORC.

Scenarios: Clinical or Observational?

1. A group of eight students participating in the last semester of their nursing education program is assigned to various units within a hospital. A faculty member physically present at the hospital supervises the eight students. Five of the students are providing nursing care to patients on the general medical unit. Two students are providing nursing care to patients in the hospital obstetrical unit. One student is in the ambulatory surgical area, where the student will provide nursing care to a patient from admission, through the pre-operative, peri-operative, post-operative, and discharge phases of the patient's care. **Discussion:** All of the students are participating in clinical experiences because each student is providing nursing care (practicing nursing) and each student is

supervised by a faculty member who is immediately available.

2. A nursing student is assigned to a community health department for one day to meet objectives included in a community health-nursing course. The plan is for the student to discuss epidemiology with staff, review the procedures for immunization clinics and health emergency preparedness, and watch as the health department staff administer flu vaccines during a weekly clinic. **Discussion:** This scenario is an observational experience. The student is observing, but not engaging in nursing practice, and there is no student supervision by a qualified licensed nurse.
3. A nursing student is assigned to a community health department for one day to meet objectives included in a community health-nursing course. A registered nurse is employed by the commu-

nity health department to coordinate the department's epidemiology program. The nurse has ten years of experience with the health department and three years with the department's epidemiology program. The faculty teaching the community health course for the nursing education program secured the health department registered nurse as a "preceptor" and communicated the course's objectives to the registered nurse. While at the community health department the nursing student meets with families to provide health teaching and health counseling related to community health objectives, and actively participates in the immunization clinic by screening patients and administering immunizations according to the established protocols. **Discussion:** This is a clinical experience. A qualified licensed nurse who is aware

of the course clinical objectives is providing supervision. The experience is structured for the nursing student to engage in nursing practice.

Summary

Each nursing education program is responsible for planning the activities for students in order for students to meet the nursing course objectives established within the program's curriculum. This includes ensuring opportunities for students to engage in nursing practice through supervised clinical experiences, and determining when observational experiences are used to facilitate student learning.

It is important to clearly understand the differences between clinical and observational experiences and meet the requirements of the Nurse Practice Act and the administrative rules. If you have questions, please email education@mursing.ohio.gov. •



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New APRN Law: Delegation of Authority to Administer Drugs

Recent amendments to the Ohio Nurse Practice Act permits APRNs with prescriptive authority to delegate the administration of certain drugs under specified conditions. This new delegation authority became effective October 15, 2015 through the enactment of Senate Bill 110 (131st General Assembly).

Section 4723.48, Ohio Revised Code (ORC), permits the holder of a certificate to prescribe (CTP), to delegate to a person not otherwise authorized to administer drugs, the authority to administer drugs to a specified patient. Prior to delegating this authority, the CTP holder is required to assess the patient, determine that the drug is appropriate for the patient, and determine that the person to whom the authority will be delegated has met the conditions specified in division (D) of Section 4723.489, ORC.

Section 4723.489, ORC, specifies the conditions under which the delegation may occur. For example, a CTP holder is limited to delegating only the administration of drugs that the CTP holder may prescribe him/herself, and the CTP holder is prohibited from delegating the administration of intravenous drugs and controlled substances.

There are also restrictions on the locations where the authority to administer drugs may be delegated by a CTP holder. Section 4723.489(C), ORC, prohibits the delegation from occurring in hospital inpatient care units, hospital emergency departments, freestanding



emergency departments, or ambulatory surgery facilities. The CTP holder must be physically present at all locations where a drug is administered through CTP holder delegation.

Prior to delegating, the CTP holder must determine that the individual who will administer the drugs has successfully completed drug administration education based upon a recognized body of knowledge, and that the individual has demonstrated to their employer the knowledge, skills, and ability to safely administer the drug(s). All of this must be documented and made available to the delegating CTP holder to determine whether the delegation is appropriate for patient safety and well-being.

A copy of Senate Bill 110 and the bill analysis are available on the Legislative Service Commission website: www.lsc.state.oh.us.

The Nurse Practice Act is available for review on the Board website: www.nursing.ohio.gov.

RN and LPN Frequently Asked Questions

(The information contained in these FAQs reflects the law and rules in effect June 11, 2015)

1. How do I know if a specific procedure or activity is within my scope of practice?

The scope of practice for nurses can be found in Ohio Revised Code (ORC) Section 4723.01(B) for the Registered Nurse (RN), and Section 4723.01(F) for the Licensed Practical Nurse (LPN). To determine whether a procedure or activity is within an individual nurse's scope of practice, a nurse may utilize the Decision Making Model available on the Board of Nursing website at www.nursing.ohio.gov (click on the "Practice RN and LPN" link). In addition, for information on specific nursing practices, see the Interpretative Guidelines on the same web page.

2. Is a LPN authorized to perform venipuncture to obtain blood samples for laboratory analysis?

Section 4723.01(F)(3), ORC, authorizes a LPN to administer treatments authorized by an individual who is authorized to practice in Ohio and is acting within the course of the individual's professional practice. Rule 4723-4-04 (D), OAC, provides that when the LPN is providing nursing care that is beyond the basic preparation for a LPN, in addition to having a specific current order or direction from the authorizing individual (for example, direction from a RN or a physician order), the LPN must also have documentation of obtaining the necessary education, knowledge, skills and abilities to provide the directed or ordered nursing care. Therefore, a LPN who is skilled and competent in performing phlebotomy to obtain blood samples may do so with a specific order or direction.

3. Can a LPN or RN accept employment as a patient care assistant?

The Nurse Practice Act does not prohibit a nurse from limiting his/her employment responsibilities to that of a patient care assistant or other unlicensed personnel. The licensed nurse that accepts employment in a position that does not require a nursing license and who chooses not to engage in licensed nursing practice should not identify him/herself as a nurse. If the individual identifies him or herself as a nurse or engages in the practice of nursing, the individual will be accountable under the Nurse Practice Act and administrative rules.

May the nurse also accept employment as a state tested nursing assistant (STNA) in a licensed nursing home?

The above response applies to this question, but it should be noted that STNAs are regulated by the Ohio Department of Health (ODH). You should contact ODH regarding its requirements to be recognized on its registry as an STNA.

4. What is the LPN's authorized practice with respect to assessing a patient?

The scope of practice for LPNs is set forth in Section 4723.01 (F), ORC. As specifically noted in their scope, RNs may *assess health status for the purpose of providing nursing care*. RNs may identify, organize, assimilate and interpret data with respect to the patient to determine the patient's health status and the nursing needs of the

patient. LPNs provide nursing care requiring the application of basic knowledge of the biological, behavioral, social and nursing sciences at the direction of a licensed physician, dentist, podiatrist, optometrist, physician assistant, chiropractor or RN. *Assessment of a patient's health status for purposes of providing nursing care* is not included in the LPN scope of practice. LPNs contribute to the RN's assessment of the patient's health status by collecting and documenting objective and subjective patient data and reporting that data as appropriate to the directing RN and other members of the healthcare team, consistent with Rule 4723-4-08, OAC, *Standards for applying the nursing process as a licensed practical nurse*. The objective and subjective data collected, documented and reported by the LPN may include but is not limited to the LPN's physical and psychosocial findings of patients (e.g., auscultation of abnormal breath sounds or heart sounds, identification of unusual patient behaviors).

5. Can a RN or LPN accept a verbal order or an order that has been electronically transmitted (i.e. faxed, texted, emailed)?

The Nurse Practice Act does not address the manner, mode of transmission, or format in which an order is received, relayed or transcribed by a nurse. Rather, Chapter 4723-4, OAC, places accountability on the nurse who is implementing the order to implement or clarify that the order is accurate, valid, properly authorized and is not harmful or potentially harmful to the patient, or is not

continued on page 16

contraindicated by documented information. The nurse implementing the order is required to seek clarification of the order when the nurse believes or has reason to believe one of these contraindications exist, and to take any other action necessary to assure the safety of the patient.

6. What is the nurse to patient ratio in a hospital setting or long-term care setting?

The Nurse Practice Act does not specify nurse to patient ratios or nurse staffing levels in ANY patient care setting. Other regulatory or certifying bodies such as the Ohio Department of Health or the Joint Commission may address staff to patient ratios. Specific to hospitals, legislation enacted in 2008 requires hospitals to create and maintain a committee to address nursing staffing levels.

7. Can a nurse administer a medication such as Methotrexate, as ordered by a physician, to terminate an ectopic pregnancy?

The Ohio Nurse Practice Act prohibits a nurse from administering medication to terminate a “live pregnancy” which includes all pregnancies unless it is known that the fetus or embryo has stopped developing and the tissue is dead. For further information regarding this question see the article “Administering Medications Relating to the Termination of a Pregnancy” in the Winter 2007 issue of *Momentum*, available on the Board of Nursing website under Publications.

8. What procedures or activities can a nurse perform using a laser or a light based medical device?

According to Medical Board rules, a physician may delegate the use of light based medical devices to RNs and LPNs only for the purpose of hair removal, and to “appropriate persons” for light phototherapy for the treatment of hyperbilirubinemia in neonates and for fluorescent

lamp phototherapy for the treatment of psoriasis and similar skin conditions. For additional information see the article, “The Use of Light Based-Medical Devices” in the Winter 2008 issue of *Momentum*, available on the Board of Nursing website under Publications.

9. What is the maximum number of hours a nurse may work in a specified period of time?

The Nurse Practice Act does not address employment matters, such as work schedules, nor does it establish limits on the number of hours a licensee may practice within a given period of time. However, nurses must be knowledgeable of the standards of nursing practice in Rule 4723-4-03, OAC (related to RN practice), and Rule 4723-4-04, OAC (related to LPN practice). These rules require RNs and LPNs to “demonstrate competence and accountability in all areas of practice in which the nurse is engaged which includes, but is not limited to: 1) consistent performance of all aspects of nursing care; and 2) appropriate recognition, referral or consultation and intervention when a complication arises.” In addition, all nurses are required to maintain a safe environment for the patient. Rule 4723-4-06(H), OAC. Working under conditions of fatigue may not be safe for the nurse or the patient. A nurse who fails to demonstrate competence or does not provide consistent performance within his/her nursing practice as a result of excessive work hours, or for any other reason, may not have met standards of safe practice.

10. Are nurses required to have malpractice or liability insurance?

The Nurse Practice Act does not require nurses to maintain malpractice or liability insurance coverage.

11. Who may supervise the practice of nursing?

Section 4723.01(B), ORC, states that the

supervision and evaluation of nursing practice is within the RN scope of practice. Rule 4723-4-06(O), OAC, further states that only a RN may supervise and evaluate the practice of nursing by other RNs or LPNs. LPNs are not prohibited from participating in activities which contribute to the delivery of care services, such as scheduling nursing services and providing observation and documentation regarding care provided by assistive personnel. A non-nurse supervisor may evaluate a nurse employee in matters other than the practice of nursing (e.g., personnel issues such as attendance).

12. Are RNs and LPNs required to maintain CPR certification?

The Nurse Practice Act does not require RNs or LPNs to obtain and maintain certification in CPR. Rather, the standards of practice for RNs and LPNs in Chapter 4723-4, OAC, require nurses to demonstrate competence and accountability in all areas of practice in which the nurse is engaged which includes, but is not limited to, recognition, referral or consultation, and intervention when a complication arises. Nurses must consider their area of practice and the types of complications that may occur within their area of practice. Competent practice may require the administration of CPR in events of cardiopulmonary arrest in addition to other measures to ensure the safety of the patient. The nurse performing CPR needs to be able to document their competence in the performance of CPR.

13. Does my Ohio nursing license authorize me to travel to another state with my patient and continue to provide nursing care him/her?

The Ohio Nurse Practice Act applies only to the practice of nursing in Ohio. The Board does not regulate nursing care that occurs outside of Ohio. If the patient is traveling outside of Ohio and wishes to have an Ohio licensed nurse travel with him/her, the Ohio licensed nurse should contact the nursing board in the state/

jurisdiction in which the travel will occur to ascertain that state's requirements.

14. Is it considered patient abandonment if I do not give a two or four weeks notice to my employer?

The Nurse Practice Act does not address employment matters, such as giving employment resignation notice. Section 4723.28(B)(12), ORC, authorizes the Board to discipline a nurse for depriving a patient of a means to summon assistance. Rule 4723-4-06 (H), OAC, requires nurses to maintain a safe environment for patients. To ensure compliance with the law and rule, before leaving a place of employment, the nurse should provide a report on patient status to another responsible nurse, and confirm that there are other healthcare staff to assist patients and that patients have the means to summon assistance.

15. What nursing tasks can a RN or LPN delegate to a medical assistant or other unlicensed assistive personnel?

The rules related to delegation of nursing tasks to unlicensed personnel are set forth in Chapter 4723-13, OAC. The rules do not provide a list of nursing tasks that may or may not be delegated to an unlicensed person. Rather, the rules require the nurse to determine that the nursing task is safe and appropriate to delegate to an unlicensed person to perform; that the unlicensed person has the necessary training, ability and skill to perform the delegated nursing task; and that the patient is stable and does not require care that is complex and should only be provided by a licensed nurse.

Specific to delegation of medication administration, the rules limit delegation by a RN, or LPN under the direction of a RN, to over the counter topical medications to be

applied to intact skin, and over the counter eye drop, ear drop, suppository medications, foot soaks, and enemas. See Rule 4723-13-05, OAC, for further guidance on how to determine if a nursing task is appropriate to delegate to an unlicensed person to perform.

Recent amendments to the Nurse Practice Act will permit APRNs with prescrip-

tive authority to delegate the administration of certain drugs under specified conditions. This new delegation authority became effective October 15, 2015 through the enactment of Senate Bill 110 (131st General Assembly). Please refer to the related article, "New APRN Law: Delegation of Authority to Administer Drugs" in this issue of *Momentum* for additional information. •



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Care Navigator

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- Critical Care
- Inpatient Psychiatry
- CTICU
- Emergency

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- NICU

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Use of Titles and Initials for APRNs

The Board frequently receives questions about whether nurses can use initials bestowed by a certifying body, such as “CPNP” or “FNP-BC,” when the nurse obtains national certification but the same nurse does not obtain a certificate of authority (COA) from the Board.

Section 4723.44(A)(3), Ohio Revised Code (ORC) specifies that no person shall use any title or initials implying

that the person is a CRNA, CNS, CNM, or CNP unless the person holds a current, valid certificate of authority to practice nursing as a CRNA, CNS, CNM, or CNP issued by the Board of Nursing. Paragraph (A)(5) specifies that no person shall use any title or initials implying that the person is an advanced practice registered nurse unless they hold a current, valid COA. Thus, nurses

are prohibited from using initials from a national certifying body that imply or convey advanced nursing practice, if the nurse does not hold a COA issued by the Board of Nursing. Section 4723.99, ORC, provides that a violation of Section 4723.44, ORC is felonious conduct.

The ORC is available in its entirety on the Board web site at www.nursing.ohio.gov under the “Law and Rules” link. •

Youth Concussion Assessment and Clearance

The Board of Nursing adopted Rule 4723-8-11, Ohio Administrative Code (OAC), to authorize Certified Nurse Practitioners (CNPs) and Clinical Nurse Specialists (CNSs) to assess and clear youth sports athletes to return to practice and competition, consistent with H.B. 487 (130th GA). The rule was effective **September 17, 2015**.

H.B. 487 authorized the Board to establish minimum education requirements for CNPs and CNSs to assess and clear students to return to practice/competition following a concussion. The minimum requirements must be equal to or more stringent than those adopted by the Ohio Department of Health (ODH) “Ohio Youth Sports Concussion and Head Injury Return-to-Play Guidelines Committee Final Report,” issued in March

Students may be assessed/cleared by a non-physician licensed healthcare professional effective September 17, 2015, without school or youth organization authorization, if the professional has met the education requirements specified in rule.

2015. The ODH Guidelines largely rely on and incorporate the “Consensus Statement on Concussion in Sport: The 4th International Conference on Concussion in Sport held in Zurich, November 2012” (Zurich Guidelines).

Students may be assessed/cleared by a non-physician licensed healthcare pro-

fessional effective September 17, 2015, without school or youth organization authorization, if the professional has met the education requirements specified in rule. It is anticipated that the Rule will be updated consistent with any changes in the Zurich Guidelines, which are proposed for review by December 2016. •

stances include drugs prescribed when: (1) A drug database report regarding the patient is not available, in which case the nurse shall document in the patient's record the reason that the report is not available; (2) The drug is prescribed in an amount indicated for a period not to exceed seven days; (3) The drug is prescribed

for the treatment of cancer or another condition associated with cancer; (4) The drug is prescribed to a hospice patient in a hospice care program, as those terms are defined in section 3712.01 of the Revised Code, or any other patient diagnosed as terminally ill; (5) The drug is prescribed for administration in a hospital, nursing

home, or residential care facility. The law further requires the Nursing Board to verify that licensees prescribing in this manner are registered and using OARRS appropriately.

For information regarding OARRS, access the following link: <https://www.ohiopmp.gov/portal/Brochure.pdf>.

Reactivation and Reinstatement of a Nursing License

An inactive or lapsed license/certificate may be reactivated/reinstated at anytime by completing a reactivation/reinstatement application. This includes completing the required paperwork, paying a fee (if applicable), and providing proof of continuing education contact hours. If a license has been inactive or lapsed for five or more years from the date of application for reactivation/reinstatement, the applicant must complete a civilian (BCI) and federal (FBI) criminal records check. Contact renewal@nursing.ohio.gov to request a reactivation/reinstatement application.

Veterans, Service Members and Spouses

The Board has established a dedicated page on the Board website for veterans, service members and spouses. To access the page, click on the "Military and Veterans" link on the left side of the home page. The page provides information about licensure and renewal processes, continuing education, FAQs, and resources. All licensure and certification applications have been revised, so that veterans, service members and/or their spouses can indicate their military status on the application to enable Board staff to prioritize the application upon receipt. •



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Meet the Members of the Ohio Board of Nursing



Brenda K. Boggs, LPN

When were you appointed as a Board member? January 2014.

Why did you want to become a Board member? The LPN position had been vacant for awhile and I was interested in the discipline aspect of the Board, how the Board was involved in making or revising laws pertaining to nursing, and how nursing schools obtain approval by the Board.

What is your nursing background? I graduated from the Dayton School of Practical Nursing in 1976. I have worked in several doctors' offices, been a charge nurse 11-7 in a nursing home; been an agency nurse to provide in-home care for patients and to also fill in at nursing homes when needed. I did agency nursing for pediatrics in home care for 13 years. I have worked in acute care hospital since 1979 and am presently employed by a 7-hospital system in Southwest Ohio.

What do you believe you can bring to the Board of Nursing? Working for a faith based hospital system, I'm committed to providing patients the highest quality of healthcare.

What is one of the greatest challenges of being a Board member? Time constraints with adjusting family time, work, and Board obligation.

How would you describe your experience as a Board member? A great learning experience! Serving as a Board member is a constant reminder that patient care is first and foremost in patient safety.

What would you say to someone who is considering becoming a Board member? Become a Board member to help keep the public safe!



Lisa R. Klenke, RN

When were you appointed as a Board member? My most recent appointment was in July 2012.

Why did you want to become a Board member? I had been actively involved in several statewide nursing initiatives, particularly related to nursing leadership, regulation, legislation and practice. I am also an advocate for meeting the health-care needs of those in rural communities. Appointment to the Board of Nursing

allowed me to contribute to nursing regulation and also represent the perspective of smaller community impact.

What is your nursing background? I hold a Bachelor of Science degree in Nursing from The Ohio State University and a Master of Business Administration degree from Wright State University. I am board certified as a Nurse Executive at the advanced level through the American Nurses Credentialing Center. I have held a variety of nursing and hospital leadership positions. I spent the past twenty years as the Vice President of Patient Care Services and Chief Nursing Officer at Mercer Health in Coldwater. For the past three years I have served as this organization's Chief Executive Officer. I chair numerous health care related boards at the local and state levels.

What do you believe you can bring to the Board of Nursing? I have a strong background in clinical operations, both in nursing as well as all other health related disciplines. This is based on the organizational structure in hospitals, particularly community hospitals. I am exposed to a wide variety of healthcare related initiatives, regulations and trends. I believe this is helpful in formulating thoughtful positions on issues that must be addressed by the Board.

What is one of the greatest challenges of being a Board member? Acceptance of an appointment to the Ohio Board of Nursing requires a commitment of time and energy in order to be effective as a Board member. In order to fulfill the mission of the Board of Nursing, members must be actively engaged

continued on page 22

in learning about all strategic initiatives, programs, and activities carried out by the Board. This can be overwhelming to a new Board member but it is essential in order to be an effective Board member.

How would you describe your experience as a Board member? I can honestly say that my experience on the Board has been a highlight of my professional career. I have learned a great deal, but I also hope I have contributed to the betterment of the profession and positively impacted the health of the public. I have tremendous respect for the staff at the Board and am confident that Ohio has one of the best nursing regulatory boards in the country.

What would you say to someone who is considering becoming a Board member? I would strongly encourage nurses to consider a Board appointment. Board

members must be willing to fully commit and understand the responsibility that goes along with the position. It is not necessarily for the faint of heart but it truly is a rewarding endeavor. It truly has been a privilege to serve in the role.



Sheryl Warner, JD, Consumer member? When were you appointed as a Board member? I was appointed in 2013.

Why did you want to become a Board member? As a consumer member I can provide a different perspective for the licensees on the Board.

What do you believe you can bring to the Board of Nursing? The perspective of the client who is at the heart of the profession.

What is one of the greatest challenges of being a Board member? Understanding all of the medical terminology and keeping up with the reading.

How would you describe your experience as a Board member? It is very rewarding to see people entering the profession.

What would you say to someone who is considering becoming a Board member? It is well worth the time and effort you have to put into your service.

An advertisement for Ashland University's Online RN to BSN program. On the left, a smiling Black woman in blue scrubs with a stethoscope around her neck holds a clipboard. The background is a soft-focus purple and blue. The text 'Be extraordinary...' is in a white script font. Below it, 'Online' is in a large white script font, and 'RN to BSN' is in a large, bold white sans-serif font. At the bottom right, 'ASHLAND UNIVERSITY' is in a white sans-serif font, with the tagline 'Where extraordinary happens on ordinary days.' in a white script font below it.

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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 — Chair: Jane McFee
2016 meeting dates to be announced

Advisory Group on Dialysis — Chair: Maryam Lyon
2016 meeting dates to be announced

Advisory Group on Nursing Education — Chair: Patricia Sharpnack
February 11, 2016; June 2, 2016; October 13, 2016

Committee on Prescriptive Governance — Chair: Jeanne Bauer
January 11, 2016; May 16, 2016; October 17, 2016



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Current Members Ohio Board of Nursing City Term Expires

Maryam Lyon, RN, *President*
Sidney 2017

Janet Arwood, LPN, *Vice President*
Hilliard 2017

Brenda Boggs, LPN
Germantown 2015

Judith Church, RN
Supervising Member for Disciplinary Matters
Miamisburg 2016

Nancy Fellows, RN
Willoughby Hills 2016

Lisa Klenke, RN
Coldwater 2015

Lauralee Krabill, RN
Sandusky 2017

J. Jane McFee, LPN
Perrysburg 2017

Sandra Ranck, RN
Ashtabula 2018

John Schmidt, RN
Cleveland 2018

Patricia Sharpnack, RN
Chardon 2017

Sheryl Warner, JD,
Consumer Member
Canal Winchester 2015

Vacant, LPN Member

BOARD DISCIPLINARY ACTIONS

The following includes lists of Board disciplinary actions taken at public meetings regarding licensed nurses or certificate holders. You can review the type of action taken by checking the individual's credential at the Ohio eLicense Center at: <http://www.nursing.ohio.gov/Verification.htm#VERInfo>, or by clicking on **License and Certificate Verification** on the Board of Nursing's website (www.nursing.ohio.gov). You may also request a copy of a public disciplinary record by completing the electronic form on the Board's website at: <http://www.nursing.ohio.gov/iw-DisciplineRecReq.htm> or by clicking on **Discipline Records Requests** on the Board's website.

July 2015 Monitoring Actions

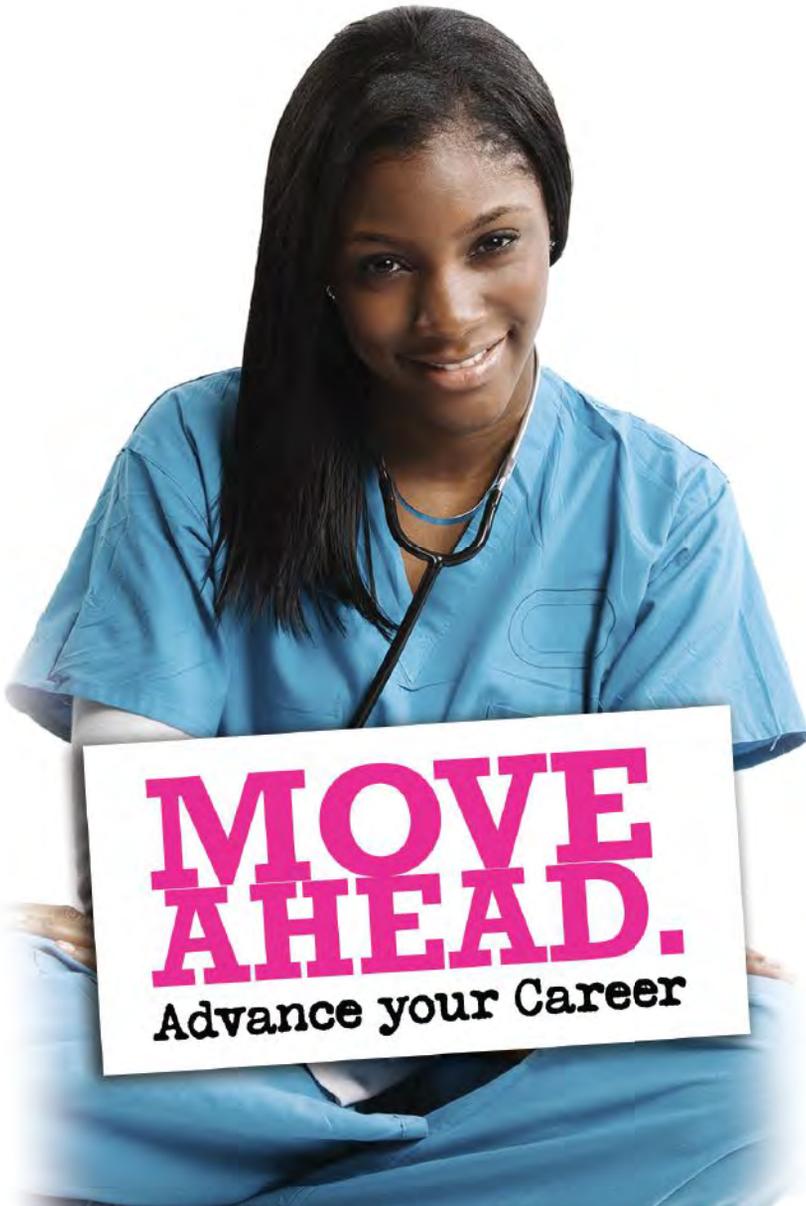
Name	License #	Name	License #	Name	License #
Albarran, Amanda	R.N. 269011	Grabiec, Elizabeth	R.N. 335968	Peoples, Lisa	R.N. 307465
Baumann, Angela	R.N. 301445 P.N. 107589	Jackson, Vanessa	R.N. 141760	Snyder, Jaime	R.N. 380677 NP 15210 CTP 15210
Bjorling, Benjamin	R.N. 412395	King, Jacqueline	R.N. 330473	Stephenson, Kimberlee	R.N. 277061
Bowman, Michelle	P.N. 156021	Lax, Natalie	P.N. 116267	Storad, John	R.N. 248142
Cain, Charles	P.N. 148033	Leskovac, John	R.N. 281961 COA 07151 NA 07151	Talley, Myesha	P.N. 156019
Carmichael, Naomi	P.N. 113944	Lett, Pamela	P.N. 122750	Taylor, Sanita	R.N. 350112 P.N. 120800
Casey, Michael	R.N. 320744	Marshall, Angela	P.N. 153567	Testa, David	R.N. 254128
Chwojdak, Gregory	R.N. 350207	Mazey, Kent	R.N. 247892 NA 06707	Walberry, Jennifer	R.N. 297424
Clark, Ryan	CHW 00121	Mboob, Fatou	R.N. 356004 P.N. 098216	Walker, Gale	R.N. 231742 COA 05258
Colyer, Michelle	P.N. 123249	Murray, Cheryl	R.N. 230169	Weaver, Ashley	P.N. 141660
Costello, Mary	R.N. 359661	Nichols, Susan	R.N. 380089	Whitsel, Danielle	R.N. 308707 NP 12409 CTP 12409
Cottrill, Lori	R.N. 239838	Owens, Garnetta	R.N. 267323		
Cuellar, Juan	R.N. 383292	Pawlaczyk, Lisa	R.N. 339744		
Darus, Lisa	R.N. 223582	Peake, Carol	R.N. 177151 NP 09813 CTP 09813		
Day, Pamela	P.N. 149814				
Gamble, Myra	R.N. 377392				
Gates, Kimberly	P.N. 132053				

July 2015 Disciplinary Actions

Name	License #	Name	License #	Name	License #
Abshire, Melissa	P.N. 155057	Bowman-Gibson, Sunshine	P.N. 155263	Collen, Rebecca	R.N. 352927 P.N. 109212
Akbar, Fatimah	P.N. 142085	Boyce, Timothy	R.N. 293610	Collins, Jennifer	R.N. 265014
Alder, Ean	P.N. 136818	Bradshaw, Sheri	R.N. 343795	Colvin, Calie	P.N. 141326
Allen, Angela	R.N. 393913 P.N. 115234	Brown, Charlene	R.N. 130646	Congeni, Karen	R.N. 293435
Allen, Nichole	P.N. 107108	Brown, Kenisha	P.N. 149778	Cooper, Portia	P.N. 087534
Andrews, Chelsea	R.N. 353238	Brown, Kirby	R.N. 261962	Copley, Sarah	P.N. 120022
Arnold, Sally	R.N. 308338 NP 15502 CTP 15502	Brown, Monica	P.N. 095811	Cover, Nanci	R.N. 318525
Arthur, Deborah	P.N. 111006	Brown, Stephen	P.N. 096883	Covington, Louis	R.N. 242799
Atwood, Gina	R.N. 382535	Brown II, Albert	DTI 04183	Creixell Plazas, Miren	R.N. 398015
Bailey, Donna	P.N. 106576	Brunger, Robin	P.N. 151868	Curry, Lori	R.N. 257246
Balsiger, Beverly	P.N. 103179	Budd, Emily	P.N. 147382	Daley, Bridgette	R.N. 345075
Baney, Bree	R.N. 344868	Buga, Ammi	R.N. 351092	Daniels, Ralph	P.N. 094303
Barnett, Marissa	R.N. 386359	Buhring, Diana	R.N. 243639	Daugherty, Kayce	R.N. 327499
Bastardo, Angel	P.N. 156020	Bulger, Susan	P.N. 136531	Dauphinee, Nicolle	R.N. 382618
Bauman, Chad	R.N. 365389 NP 15440 CTP 15440	Bull, Mona	R.N. 138867	Davis, Bryttany	P.N. 158837
Bayes, Christine	R.N. 232802	Burga, Tracy	R.N. 316982	Davis-Tissue, Lauren	P.N. 135469
Beall, Courtney	R.N. 250816	Burnette, Wendy	R.N. 258456 NP 11798 CTP 11798	DeAngelis, Amanda	R.N. 374108
Belknap, George	R.N. 380398	Butzer, Candis	P.N. 129524	DeBlase, Anthony	P.N. 144250
Bentley, Crystal	P.N. 135737	Campbell, Tamara	R.N. 180786	Deitch, Holly	R.N. 309431 P.N. 104693
Bentley, Lisa	R.N. 215746	Canestraro, Bryan	P.N. 152562	Denton, Deandra	P.N. 158444
Berg, Michelle	P.N. 134810	Cantrell, Lisa	P.N. 143394	Desatnik, Kevin	R.N. 366202
Berkemeier, Jacob	R.N. 365586	Ceo, Michelle	P.N. 131455	DesRosiers, Henri	R.N. 153936 NA 04923
Berkfield, Krysta	R.N. 266546	Chamberlin, Brandon	R.N. 362300	DeStella, Lisa	R.N. 336621
Berrettoni, Paul	R.N. 325205	Cheeks, Demetrius	DT 03851	Dials, Sara	R.N. 351537
Birchnaugh, Emily	R.N. 330480	Christensen, Kelli	R.N. 291350 P.N. 095950	Diemer, Tammi	R.N. NCLEX
Bletsch, Erin	P.N. 131547	Christian, Julia	R.N. 138990	Dietz, Amy	R.N. 184156
Bliss, Brandon	R.N. 317369	Christy, Cynthia	R.N. 145266	Dills, Barbara	CHW applicant
Blue, Rebekah	R.N. 389178	Church, Kristee	R.N. 260055 P.N. 079415	Dinya, Carrie	R.N. 292125
Bodin, Tamiko	R.N. 374146	Clark, Tenishia	P.N. 139154	Doty, Cari	R.N. 316233
Bodnar, Elizabeth	R.N. 379526	Clawson, David	P.N. 092500	Doty, Julie	R.N. 336482
Boehmer, Jami	P.N. 110096	Claxton, Brenda	P.N. 125758	Drapola, Kristin	R.N. 242459
Bole, Neil	R.N. 319985	Clay, Lashar	P.N. 113927	Dreher, Lorey	R.N. 396553
Borders, Cynthy	P.N. 107378	Clift, Heather	R.N. 356642 P.N. 131432	Dryer, Jennifer	R.N. 362981
Bova, Carolyn	P.N. 139675	Cognati, Kelly	P.N. 124122	Dunn, Karrissa	R.N. 350733
Bowen, Hannah	R.N. NCLEX P.N. 143484	Cohee, Bobby	P.N. 083868	Durant, Michele	R.N. 417565
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Emler, Jeffrey	R.N. 228366	Kawecki, Ruth	R.N. 417573	Parr, Timothy	P.N. 149490
Ensign, Kimberly	P.N. 093526	Keefe, Ashley	P.N. 136292	Peabody, Lisa	P.N. 120432
Ervin, Ebony	DTI applicant	Keith, Eileen	R.N. 364056 P.N. 118457	Pearce, Sandra	R.N. 192126
Evans, Melanie	R.N. 343682	Keklak, Katherine	R.N. 358845	Peirson, Staci	R.N. 319684
Fauvie, Ronald	R.N. 282654	Kelley, Jennifer	R.N. 333768	Perry, Kimberly	R.N. 367931
Fayson-Robbins, Latonya	P.N. 137590	Kennedy, Heather	P.N. 112860	Pickens, David	R.N. 300983
Fisher, Peggy	R.N. 341275	Kenyon, Timothy	R.N. 373020	Pickens, Margaret	R.N. 255533
Forte, Jennifer	R.N. 302853	Kershner, Melissa	P.N. 120604	Piekarz, Kimberly	P.N. 152191
Forte, Rebecca	R.N. 329816	King, Ann	R.N. 279547	Pieronek, Margaret	P.N. 116401
Fraley, Melissa	R.N. 388049 P.N. 138310	Klausing, Sarah	R.N. 417578	Pirkle, Trisha	R.N. 272728
Frame, Joann	R.N. 213869 P.N. 070357	Knaub, Amber	R.N. 289802	Pitts, Jacob	R.N. 348154
Franklin, Amy	R.N. 307806	Knerr-Markko, Tamara	R.N. 191422	Planck, Kristi	R.N. 256563
Frankovich, Michael	R.N. Endorse	Knotts, Rebecca	R.N. 417574	Poe, Laura	R.N. 297151
French, Angela	R.N. 368678	Kouns, Allen	R.N. 258279	Porter, Pamela	P.N. 089708
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Friend, Jane	R.N. 227273	Krieger, Julie	R.N. 234044	Pries, Lynette	P.N. 127181
Fulks, Stephanie	P.N. 130686	Kubincanek, Troy	R.N. 347868	Radef, Kelly	R.N. 228816
Gard, Heidi	R.N. 334272	Lainhart, Nicole	P.N. 129208	Rademachir, Mary	R.N. 410522 P.N. 144671
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Givens, Jacquelyne	P.N. 150334	Lewis, Nicole	P.N. 136451	Rapier, Malinda	P.N. 076590
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Goske, Grace	R.N. 333477 NP 14706 CTP 14706	Liggett, Kimberly	R.N. 364147	Rayer, Peggy	R.N. 190653
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Green, Mary	P.N. 120683	Linn, Janelle	P.N. 137013	Reese, Ashley	R.N. 339954
Gregory, Michelle	R.N. 374016	Loebick, Jennifer	R.N. 347964	Reese, Theresa	R.N. 331906
Grooms, Jennifer	R.N. 301736	Logan, Brandy	R.N. 364960	Reichardt, Jeffrey	R.N. 212453 NP 10079 CTP 10079
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Hale, Carol	P.N. 091133	Maness, Terry	P.N. 108397	Reynolds, Samantha	P.N. 140529
Hamdi, Mahamud	R.N. 379824	Manzano, Ronald	R.N. 178946	Ribby, Tonya	P.N. 096104
Hammond, Lauren	R.N. 328214	Marhefky, Rheannon	R.N. 318548	Richardson, Lora	P.N. Endorse
Hampton, Aisha	R.N. 310360	Marshall, Jeanne	R.N. 179342	Ricker, Jillian	P.N. 152390
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Heckler, Michelle	P.N. 152616	McDaniel, Elizabeth	R.N. 361083	Rohe, Heather	P.N. 122561
Heenan, Mary	R.N. 291537	McQueen, Jennifer	R.N. 418903	Rose, Rod	R.N. 335781
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Hendel, Ingrid	R.N. 301001 NP 15093 CTP 15093	Mellon, Liane	R.N. 419730 P.N. 151598	Rupert, Deborah	R.N. 325010
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Hensley, Brenda	R.N. 177116	Meyer, Thomas	R.N. 234905 NA 04300	Sanders, Adriane	R.N. 370736
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Hinton, Jennifer	R.N. 271347	Mihalek, Shannon	R.N. 376721	Santos, Deborah	R.N. 310102 P.N. 083484
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Hofmeister, Judith	R.N. 307608	Miller, Wendy	P.N. 089764	Scott, Gordon	DT 04267
Holley, Vickie	R.N. 239802	Mills, Melissa	R.N. 332468	Seals, Patricia	R.N. 190584
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Howard, Joy	R.N. 366275	Moore, Sharon	R.N. 283931	Sharpe, Cathy	R.N. 327843 P.N. 107708
Huff, Tamerra	P.N. 159681	Moore, Terry	R.N. 382383	Shell, Anthony	R.N. 346689 P.N. 117451
Hugg, Diane	R.N. 259386	Morgan, George	R.N. 417575 P.N. 127962	Shields, Cynthia	R.N. 238739 NP 14957 CTP 14957
Hughes, Delora	P.N. 095421	Morrow, Angela	P.N. 122984	Shrivers, Beth	R.N. 130708
Hughes, Garrett	R.N. 274365	Mulla, Leila	R.N. 294013	Shuster, Diana	P.N. 101392
Huizinga, Ashley	R.N. 281061	Murray, Jenny	P.N. 115772	Simmons, Dana	P.N. 137164
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Jacobs, Vera	R.N. 283154	Nolta, Jr., Everett	R.N. 398596 P.N. 143688	Smith, Leigh	P.N. 109451
Jenkins, Alvinetta	R.N. 336115	Nyika-Makore, Angela	R.N. 262095	Smith, Lisa	R.N. 402369 NA 15927
Jernigan, Trudy	R.N. 308358	Odiri, Benedict	R.N. 322621 NP 15637 CTP 15637	Smith, Mark	R.N. 270481
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Jones, Danielle	P.N. 155544	Oleary, Misty	P.N. 104780	Smith, Sabrina	P.N. 152554
Jones, Eddrianna	R.N. 417572 P.N. 129177	Olekshuk, Nicholas	R.N. 296015 PN 087417	Snelling, Tara	P.N. 146665
Jones, Robert	R.N. 329378	Owens, Larry	R.N. 314543	Sopko, Leah	R.N. 291868 NP 12361 CTP 12361
Jones, Trina	P.N. 135047	Palacio, Raven	P.N. 151284		
Jordan, Lajuana	R.N. 307111				
Joseph, Nicole	P.N. 151762				

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Spangler, Kimberly	P.N. 062220	Thompson, Teresa	R.N. 192648	Williams, Crystal	R.N. 279667
Spargo, Ashley	R.N. 417568	Thompson, Therina	P.N. 119540	Williams, Genevieve	P.N. 072927
Spildener, Victoria	R.N. 371349	Thrasher, Michele	P.N. 153378	Williams, Melissa	P.N. 134980
Springfield, Charmin	P.N. 119661	Toma, Jordan	R.N. 396445	Willis, Jameesha	P.N. 152743
Stawicki, Amanda	P.N. 150273	Trainee, Sandra	R.N. 292225	Willoughby, Rebecca	R.N. 419118
Stevens, Anne	R.N. 365478	Trenchik, Gina	R.N. 307851		P.N. 104380
Stevenson, James	R.N. 362785 P.N. 112949	Turski, Shelly	R.N. 215555 NP 14772 CTP 14772	Wilms, Jennifer	R.N. 228818
Stewart, Erica	P.N. 152611			Wilms, Kelly	R.N. 407651
Stewart, Shanda	R.N. 316470	Unger, Adam	P.N. 121352	Wilson, Judy	P.N. 073164
Stidham, Linda	R.N. 131614	Unger, Amy	R.N. 253177	Wilson, Lakeshea	P.N. 152051 D.T. 03072
Stih, Shannon	P.N. 149815	Valdry, Sherie	R.N. 140698	Winsett, Nicolle	P.N. 142717
Strausbaugh, Devon	R.N. 351829	Vardel, Mary	R.N. 417570	Workman, Suzanne	P.N. 140801
Szappanos, Nadine	R.N. 329763 NP 17318 CTP 17318	Vargyas, Dawn	P.N. 091118	Wycoff, Kenneth	R.N. 391219 NP 14738 CTP 14738
Szelc, Brian	R.N. 375427 NP 15437 CTP 15437	Verhoff, Lauren	R.N. 304339	Yeager, Donald	R.N. 384575 P.N. 142437
		Veverka, Melissa	R.N. 326827	Yeager, Pamela	P.N. 137372
Taylor, Tamara	R.N. 369843 P.N. 119639	Viglianco, Chris	P.N. 116077	Young, Bethany	R.N. 386652 P.N. 140166
Terrell, Usinda	P.N. 125033	Vitucci, Amber	R.N. 385490 P.N. 122546		
Thomas, Amanda	P.N. 119750	Waers, Donna	P.N. 142785	Zeedyk, Holli	R.N. 316078 NP 15643 CTP 15643
Thomas, Heather	R.N. 270283 NA 09876	Wallace, Elisabeth	P.N. 219704		
Thomas, Jessica	R.N. 409425 R.N. 132406	Washington, Julie	P.N. 121935	Zellefrow, Amy	R.N. 298977
Thomas, Julie	R.N. 273572	Weinberg, Eric	R.N. 345929	Ziemba, Valerie	R.N. 235248
Thomas, Timothy	P.N. 131049	Wend, Pamela	P.N. 114257	Zsarnay, Karol	R.N. 218264 NS 05757 NP 10972 CTP 10972
Thompson, Shanda	R.N. 275194	Werner, Heather	P.N. 139180		
		Werner, Pamela	R.N. 311177		
		Whitt, Deborah	P.N. 092950		
		Wilbon, Tiahna	P.N. 159687		
		Wilczynski, Christianne	R.N. 337796		

September 2015 Monitoring Actions

Name	License #	Name	License #	Name	License #
Abbott, Paula	R.N. 283101 COA 08849	Greene, Angela	R.N. 394685 P.N. 110879	Medrano, Marlina	P.N. 118199
Bair, Matthew	R.N. 356226	Griggs, Holly	P.N. 145855	Moleski, Bobbi	P.N. 097581
Barnes, Darlene	R.N. 120798 COA 07365 CTP 07365	Hunter, Robin	P.N. 078779	Myers, Laura	R.N. 290923
		Ibdah, Carrie	R.N. 301903	Ruiz, Sarah	R.N. 349123 P.N. 117169
Barrett, Sara	R.N. 394683	King, Dawn	P.N. 121849	Ruoff, Nicole	P.N. 109440
Dais, Brandon	R.N. 398272 P.N. 142522	Louis, Toni	P.N. 152522	Schneider, Wendy	P.N. 127128
Dowler, Whitney	P.N. 156799	Mayhugh, Jeffrey	R.N. 246418	Speaker, Sally	R.N. 385473 P.N. 076501
		Mazey, Kent	R.N. 247892 NA 06707	Stovall, Monica	P.N. 123168

September 2015 Disciplinary Actions

Name	License #	Name	License #	Name	License #
Adams, Tamara	R.N. 195284 COA 15872 CTP 15872	Buck, Mickey	R.N. 311291	Dalessandro, Susan	R.N. 382637
Adan, Roqayo	R.N. 358830	Budde, Kimberly	R.N. 397276	Dance, Joseph	R.N. NCLEX
Aitken, Tiffany	R.N. 318321	Bullen, Dennis	R.N. 204525 COA 02041	Daniels, Stacy	P.N. 124752
Alexander, April	R.N. 309613	Burney, Janice	P.N. 160167	Davis, Ashley	R.N. 374810
Alexander, Nicole	P.N. 131115	Burns, Ashley	P.N. 138218	Davis, Dijon	P.N. 150502
Alexander, Teresa	P.N. 135566	Butler, Emily	P.N. 121996	Dean, Elizabeth	P.N. 145035
Alston, Michele	P.N. 101026	Cameron, Judith	R.N. 298784 COA 07239 CTP 07239	DeBlase, Anthony	P.N. 144250
Anderson, Sherry	R.N. 306910			Deitch, Holly	R.N. 309431 P.N. 104693
Antol, Jr., Paul	R.N. 328114	Cannon, Jill	P.N. 160168	Dempsey, Sharli	R.N. 285659
Aprile, Lyndsey	P.N. 136528	Carlyon, Melissa	R.N. 345124	Derrington, Elizabeth	P.N. 152127
Arndt, Erin	R.N. Endorse	Carnes, Christopher	R.N. 246881	DeSure, Roberta	P.N. 133778
Bailey, Christine	P.N. 102723	Carter, Tina	P.N. 110997	DiCicco, Anthony	R.N. 399802
Barnett, Sharon	P.N. 079667	Causey, Cynthia	R.N. 400678	Dills, Barbara	CHW applicant
Barr, Susan	R.N. 210804	Chafin, Amelia	R.N. 270274	Donaldson, Cheryl	R.N. 253256
Baxter, Aaron	R.N. 407645	Chapman, Kyle	R.N. 395884 P.N. 130369	Dotson, Dominica	R.N. 352904
Bednarz, Dale	R.N. 190484			Draper, Pamela	P.N. 112396
Bennett, Jaime	P.N. 134298	Clark, Michael	R.N. 343966	Drouhard, Grace	R.N. 345816
Bergs, Diedra	P.N. 080346	Clark, Nancy	R.N. 180835	Dryer, Jennifer	R.N. 362981
Berton, Alexandra	P.N. 157116	Clark, Vickie	R.N. 228221	Duecaster, Jeneise	P.N. 087904
Bickerstaff, Alayna	P.N. 158443	Claybrook, Dee	P.N. 160145	Durham, Tanya	P.N. 140912
Biddle, Jennifer	R.N. 302908 NP 15913 CTP 15913	Cohen, Gloria	R.N. 157148	Dutton, Michelle	P.N. 119847
		Coladonato, Kathleen	R.N. 188222	Easterlin, Susan	R.N. 252296
Bliffin, Stacy	P.N. 103262	Colvin, Suzanne	P.N. 112687	Edmunds, Mark	R.N. 276833
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Bowling, Samuel	P.N. 147929	Coreno, Maria	P.N. 132440		
Bracy, Jami	R.N. 344027	Cornoyer, Janet	P.N. 099951	Elliott, Christina	R.N. 306428
Bradford, Denver	P.N. 136714	Cox, Jessica	R.N. 307443 P.N. 105313	Elston, Angel	P.N. 156398
Branham, Jessica	P.N. 153547			England, Kayla	R.N. 419688 P.N. 147313
Bray, Devon	R.N. 197997 COA 02440	Crail, Jordan	P.N. 142005	Epstein, David	R.N. 397846
		Criswell, Rebecca	P.N. 097070	Evans, Sherry	P.N. 082075
Brown, John	P.N. 119471	Cullison, Lisa	R.N. 287591 P.N. 100681	Fairley, Esther	P.N. 141545
				Farr, Patricia	R.N. 216680

Name	License #	Name	License #	Name	License #
Fayne, Clifford	P.N. 151633	Ichrist, Mindy	R.N. 344477	McEndree, Karly	R.N. 380560
Ferrell, Amber	P.N. 371435	Nackson, Karisa	P.N. 155399	Meek, Lynn	R.N. 148783
Flaherty, Tamara	P.N. 155406	Jackson, Patricia	P.N. 114525	Meeker, Joni	R.N. 179321 COA 06084 CTP 06084
Freeman, Bryant	P.N. 111095	Jackson, Robin	P.N. 100451	Menasian, Carey	R.N. 253056
Freisthler, Marjorie	R.N. 398320	Johnson, Dennis	P.N. 081126	Miller, Charles	R.N. 250251
Gagne, Dawniell	P.N. 126549	Jones, Danielle	P.N. 152693	Miller, Gina	P.N. 064682
Geiger, Patricia	P.N. 123116	Jones, India	P.N. 158849	Miller, Kevin	P.N. 155958
Genter, Mary	P.N. 137519	Kan, Robe	P.N. 148503	Mintz, Svitlana	R.N. 419689
Gibbs, Melissa	R.N. 377229	Kargbo, Hawa	P.N. 115072	Moffitt, Krystal	R.N. 374639 P.N. 114446
Gibson, Mandy	R.N. 381974	Khoury, Karen	P.N. 114445	Mohler Jr., Richard	P.N. 157477
Gilkison, Rachel	P.N. 121494	Kiddoo, Diana	P.N. 096038	Montgomery, Ryan	P.N. NCLEX
Gleckler, Lindsey	R.N. 303249	Kielbasa, Kristin	R.N. 376040	Moore, Lona	R.N. 300872
Glover, Caroline	P.N. 108359	Kilcorse, Michael	R.N. 316740	Myers, Rebecca	P.N. 142479
Granson, Angela	R.N. 252986 NP 09775 CTP 09775	Kilpatrick, Marguerite	R.N. NCLEX P.N. 147935	Neely, Meghan	R.N. 387232
Grant-Lopez, Erika	R.N. 302513	Kinney, Kelly	R.N. 262479	Nelson, Paula Jo	R.N. 286962
Graybill, Jillian	P.N. 119439	Knieriem, Douglas	R.N. 279552 NA 09060	Nichols, Jr., John	P.N. 103397
Guzell, Sharon	R.N. 215911	Kolhoff, Elizabeth	R.N. 309125	Nix, Shiyla	R.N. 354879
Hale, Lashieka	P.N. 127227	Korn, Megan	R.N. 315824	Nonno, Karen	R.N. 154468
Hardesty, Teresa	P.N. 081058	Kovacs, Jessica	P.N. 137206	Norris, Suzanne	P.N. 135298
Harper, Heidi	R.N. 325921	Kraft, Julie	R.N. 279398	O'Brien, Breane	P.N. 148484
Harris, Melanie	P.N. 106529	Krempasky, Beth	P.N. 118916	Osborne, Claire	R.N. 378435
Harris, Ryan	R.N. 418656	Laine, Jamila	R.N. 364059	Owens, Callen	R.N. 355665
Harvey-Trushel, Carol	R.N. 184149	Lamuth-Gregory, Marguerite	R.N. 348944	Owens, Katryn	R.N. 419690
Hastings, Jodie	R.N. 405857 P.N. 142962	Laycock, James	R.N. 286561	Parker, Sara	P.N. 153116
Hazelton, Dawn	R.N. 279517	Leister, Laretta	R.N. 349835	Pasch, Miranda	R.N. NCLEX
Headrick, Donna	R.N. 140860	Leonard, Donielle	P.N. 144243	Patel, Stephanie	R.N. 289392 NP 11960
Henry, Margie	R.N. 149351	Letterly, Elizabeth	R.N. 338603	Pavish, Ann	R.N. 185496
Hickin, Lisa	R.N. 343154	Levis, Marjorie	R.N. 259793	Payer, Eva	R.N. 253565 P.N. 079989
Hickman, Jennifer	R.N. 320633	Littlefield, Paula	R.N. 349723	Payne, Heidi	P.N. 133534
Himes, Sarah	R.N. 309924	Lockhart, Kimberly	R.N. 359206	Payne, Valerie	R.N. NCLEX P.N. 138097
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Howard, Amber	R.N. 318194	Marion, Randy	R.N. 268833 P.N. 084054	Petroff, Denise	R.N. 266743
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Howington, Robert	R.N. 304086	McAfee, Alfreda	R.N. 373605	Phalen, Marcie	P.N. 135590
Hughes, Shadea	R.N. 352717	McCord, Holly	R.N. 367877	Poor, Viktor	R.N. 389744
Hunt, Wendy	R.N. 297212 P.N. 102801	McElwee, Sarah	R.N. 303476		

STNA Training Program Seeking RN/LPN Owners for Ohio Schools

Finally! A franchise model that's both simple and affordable. At Alia Healthcare, we believe in building relationships—ones that extend beyond conventional Franchisor-Franchisee relations. We foster relationships with our franchisees. Our Columbus-based corporate headquarter generates thousands of qualified student leads each month and disperses them to our franchisees. Our operations team then follows up with our franchisees to assist in the process of converting leads to actual registered students. The end goal: Powerful Relationships—corporate with franchisee, franchisee with student, and student with job—it's the formula we've utilized to build our brand and affect the lives of so many people.

Teaching is the most noble of professions and one of the most personally rewarding. Alia Healthcare has graduated thousands of students since its inception in 2001, generating word of mouth referrals every day. New franchisees benefit daily from our corporate lead center as they grow their businesses.

So if you're entrepreneurial, results driven, self-motivated, then you may have what it takes to own an Ohio-based Nurse Aide Training School. It's not necessary to be a Registered Nurse (RN) or a Licensed Practical Nurse (LPN) to own and operate an Ohio-based State Tested Nurse Aide (STNA) franchise. The right candidate must be an individual whose goal is financial independence and long-term success. When you follow Alia Healthcare's proven plan, we'll get you there the right way.

Alia Healthcare Services will provide you with everything you need to start-up and run very successful and lucrative Ohio Department of Health (ODH) approved Nurse Aide Training and Competency Evaluation Program (NATCEP) that has a proven track record for making money and providing quality training to pre-nursing students and career seekers alike. This includes initial training at our Columbus Ohio corporate office, staff development, ongoing strategic support, financial support, and ongoing training opportunities. We have a full staff of nurses and professionals that will be with you every step of the way—not just at the beginning. Any time you need us, call our 24-hour hotline and someone from our organization will assist you. We are here to ensure your success. And if you follow our methods, you will succeed!

Contact us at 1-855-624-ALIA (2542) today for more details on how you can become financially independent by owning and operating your own school in the medical/healthcare field.

Our Franchise Development Director Mr. Osman will guide through the entire process and answer all of your questions.

At Alia Healthcare, we're here to guide you not only through start-up but every step of the way everyday thereafter to ensure your success because your success is our reputation. Call us today Toll Free at 1-855-624-ALIA or visit us online at www.AliaHealthCare.com.

When you invest in Alia Healthcare, you are investing in hope for the community you serve. Hope is not a slogan; rather, it's the most priceless commodity one can ever have. Alia Healthcare STNA schools offer and maintain the hope, security and independence of people throughout Ohio by providing them with the education and training they need to better their lives.



Alia Healthcare Services, a Columbus-based company in the business of Nurse Aide Training and Competency Evaluation, is seeking the right individuals to own/operate Ohio-based State Tested Nurse Aide (STNA) schools on a franchise basis in the following cities throughout Ohio:

Cleveland • Toledo • Akron • Dayton • Canton
Youngstown • Loraine • Hamilton • Springfield
Mansfield • Newark

Helpful but not required is to be a Registered Nurse (RN) or a Licensed Practical Nurse (LPN) but more importantly an ambitious, results-driven entrepreneur makes for the perfect candidate.

Alia Healthcare provides you with everything you need to start-up and run a very successful and lucrative Ohio Department of Health nurse aide approved Training Program that has proven track record for making money and providing quality training to pre-nursing students and those looking to join the healthcare workplace. This includes initial training at our Columbus Ohio corporate office, a web-based custom-built turn-key student management, registration, and payment system, staff development, ongoing strategic support, financial support, and ongoing training opportunities.

Contact us at 1-855-624-ALIA today for more details on how you can become financially independent by owning and operating your own STNA School in the medical healthcare field. Ask for Mr. Osman, Franchise Development Director. www.AliaHealthCare.com
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Name	License #	Name	License #	Name	License #
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Quiggle, Mindy	R.N. 396481 P.N. 127272	Shaulis, Amanda	R.N. 333881	Taylor, Stephanie	P.N. 150727
Radke, Heather	R.N. 405175	Sheehan, Jacqueline	P.N. 116206	Thompson, Christina	P.N. NCLEX
Reed, Robin	P.N. 156802	Shull, Christopher	R.N. 419670	Thuo, Caroline	P.N. 130694
Reed, Shannon	P.N. 096751	Simkins, Deanna	R.N. 394688 P.N. 107929	Todd, Brandy	P.N. 134503
Reedy-Anderson, Rena	P.N. 130326	Singer, Lynda	R.N. 205678 P.N. 062384 NP 06315 CTP 06315	Townsend, Chloeie	R.N. 378492
Reilly, Lora	R.N. 188434			Turner, Kimberley	R.N. 261177
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Richards, Sara	P.N. 148892	Sonney, Traci	R.N. 327482	Valentine, Anthony	P.N. 122406
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Robinson, Auera	MAC applicant	Springer, Desmon	R.N. 385704	Vanorder, Angela	R.N. 369865
Robinson, Lori	R.N. 337891	Stack, Kathryn	R.N. 383195	Vanover-Bardo, Kimberly	P.N. 095307
Robinson, Patricia	R.N. 305168 P.N. 091065	Stehlin, Eric	R.N. 284744	Walker, Melanie	R.N. 395955
Robson, Aimee	R.N. 410523	Stevens, Lynnette	R.N. 382161	Wallace, Kelly	P.N. 109697
Rodriguez, Andrea	R.N. 265716	Stevenson, James	R.N. 362785 P.N. 112949	Warren, Cristia	R.N. 180623
Rosales, Megan	R.N. 396345	Stevenson, Nicole	R.N. 243554	Watkins, Carrie	R.N. 419672
Russell, Marianna	P.N. 144599	Stoughton, Amber	R.N. 324237 P.N. 118400	Weiss, Julie	P.N. 101949
Salyers, Rhonda	P.N. 087748	Stover, Michelle	P.N. 096112	Wessel, Cynthia	P.N. 138390
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Schwartz, Steven	R.N. 139415			Zaciek, Deanna	R.N. 313975 NP 16001 CTP 16001
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