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State of Alabama
**BOARD
OF
NURSING**



October 1, 2004 - September 30, 2005

Governor Bob Riley
State of Alabama

Dear Governor Riley,

I am pleased to present the Alabama Board of Nursing FY 2005 Annual Report. The Alabama Board of Nursing had a busy year in meeting its legal mandate of public protection through the regulation of nursing education and nursing practice.

The Board continued to update regulations in accordance with the Alabama Administrative Procedures Act. The Board reviews regulations every three years after the effective date to assure that regulations are as current as possible.

Disciplinary actions were a significant part of the Board's activities. An upward trend in complaints against licensed nurses continued. The Board is cognizant of the issues associated with timely processing of complaints. The majority of disciplinary cases were resolved within six months of receipt of the complaint. Complex investigations required a longer time to resolve.

Nursing workforce issues are a high priority for the Board. A Center for Nursing was started to collect, analyze, and disseminate nursing workforce data to interested stakeholders. The Board anticipates collection of updated data in the near future but in the meantime, available current data is presented in this Annual Report.

The Board approved new nursing education programs that met the regulatory criteria. Information about the success of nursing program graduates on the national licensure examination (NCLEX®) continued to be provided to the public via the Board's web site.

In partnership with Alabama Interactive, the state's e-government provider, the Board increased the number of transactions available online. The majority of the Board's licensure transactions were placed online during FY 2005. Many applicants and licensees take advantage of transacting business with the Board online since the services are available 24 hours per day, seven days per week.

Enhancing communication also continued. The Board received 18,913 calls on its toll-free number in FY 2005 for 53,390 minutes at a cost of \$2,733.72. This demonstrates an increase over the 8,968 calls received in FY 2004 for 25,741 minutes at a cost of \$855.95. The Board's web site was also updated routinely to provide current information to the public.

Fiscal Year 2005 was quite busy for the Board of Nursing. I am pleased to provide you with the detail of our activities for the year.

Sincerely,

Elaine M. Klein, Ph.D., CRNA
President
Alabama Board of Nursing



Jeanne M. Sewell, Vice-President
MPH, RN, Monroeville, AL



Elaine M. Klein, President
CRNA, Ph.D., Birmingham, AL



Debra C. Davis, Secretary
DSN, RN, Mobile, AL



Peggie A. Carpenter, Board Member
LPN, BA, Tuscaloosa, AL

Alabama Board of Nursing



2005



Joy Payne Deupree, Board Member
MSN, CRNP, Birmingham, AL



David Fagan, Board Member
LPN, Trinity, AL



Sylvia Homan, Board Member
MSN, RN, MSCE, Demopolis, AL



Marjesta Kahn Jones, Board Member
LPN, Selma, AL



Patricia LeCroy, Board Member
MSN, RN, Attalla, AL



Robert Lockwood, Consumer
Ph.D., Montgomery, AL



Judy L. Moore, Board Member
LPN, Sawyerville, AL



James Luther Raper, Board Member
DSN, CRNP, JD, Birmingham, AL



Elizabeth Stullenbarger, Board Member
DSN, RN, Homewood, AL

BOARD OF NURSING MEMBERS AND STAFF OCTOBER 1, 2004– SEPTEMBER 30, 2005

BOARD MEMBERS

TERM EXPIRES

Peggy Benson, MSHA, RN, CNA, President, Clanton	12-31-2004
Elaine Klein, CRNA, PhD, Vice-President, Birmingham	12-31-2005
President, 1-1-2005 – 9-30-2005	
Debra Davis, DSN, RN, Secretary, Mobile	12-31-2005
Peggie A. Carpenter, BA, LPN, Tuscaloosa.	12-31-2007
Joy P. Deupree, MSN, CRNP, Birmingham	12-31-2006
Davied Fagan, LPN, Trinity	12-31-2008
Sylvia Homan, MSN, RN, MSCE, Livingston.	12-31-2007
Marjesta K. Jones, LPN, Selma	12-31-2006
Patricia LeCroy, MSN, RN, Gadsden	12-31-2005
Robert Lockwood, PhD, Montgomery	12-31-2005
Judy Moore, LPN, Sawyerville	12-31-2005
James (Jim) Luther Raper, DSN, CRNP, JD, Birmingham	12-31-2008
Jeanne M. Sewell, MPH, RN, Monroeville	12-31-2006
Elizabeth Stullenbarger, DSN, RN, Birmingham	12-31-2007

*Legal Services Provided by
Randolph P. Reaves, P.C.*

AGENCY STAFF

N. Genell Lee, MSN, RN, JD	Executive Officer
Leslie Vinson, BS	Executive Secretary
Gail I. Hampton, JD	Assistant Attorney General/General Counsel
Gilda B. Williams, JD	Assistant Attorney General/General Counsel
Barbara A. Johnson, MS, CPM	Director, Administrative Services
Ronald Lazenby, BS	Chief Financial Officer
William A. Stewart, III	Director, Licensing & Information Technology
John J. Howard, BS	IT Systems Specialist
Richard Pasley	IT Systems Specialist
Richard Boyette	Programmer Analyst
Tina Gay Allen, DPA, RN	Director, Center for Nursing
Sandra L. Frazier, MD	Addiction Medicine Specialist
Mary Ed Davis, MSN, RN	Nursing Consultant, VDAP
Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Practice/Advance Practice
Barbara H. Johns, MSN, RN	Nursing Consultant, Education
Katie L. Drake-Speer, MSN, RN	Nursing Consultant, Continuing Education
Carolyn Morgan, MSN, RN	Nursing Consultant, Practice
Alice M. Robinette, MSN, RN	Nursing Consultant, Practice
Vivian Charley	Personnel Assistant
Nancy Bean	Account Clerk
Howard Rowe	Account Clerk
Lakandice Williams	Account Clerk
Richard A. Reeves, MSCJ	Chief Special Investigator
Frank D. Mitchell, BSCJ	Chief Special Investigator
Danny O. Bond	Special Investigator
George Wyatt Gantt	Special Investigator
Nathaniel Nunnelley	Special Investigator
David Pinnock	Special Investigator
Sylvia M. Dryer	Docket Clerk
Pamela D. Jenkins	Docket Clerk
Virginia L. Pettway	Docket Clerk
Tiffany Brassfield	ASA III
Amanda I. Majors	ASA III
Robert Moscatiello	ASA III
M. Annette Songer	ASA III
Wendy Looney	ASA III
Teresa A. Berher	ASA II
Patricia Carroll	ASA II
Carmen L. Healan	ASA II
Madgelyn Lamar	ASA II
Amy L. Parker	ASA II
Betty Howard	ASA I
Debra Starks	ASA I
Lisa Davis	Clerk
Eugene Elmore	Clerk
Jessica L. Meeks	Clerk
Camisha Shelby	Clerical Aide
Renee Smith	Clerical Aide
Shayla R. Temple	Clerical Aide

STRATEGIC PLAN

The Alabama Board of Nursing (ABN) has a dynamic strategic plan that is reviewed, modified, and updated at each Board meeting. The strategic plan addresses short and long range initiatives to meet the performance standards established by the Board. The current strategic plan covers Fiscal Years (FY) 2004 -2008. Implementation of an internal audit procedure occurred in FY 2004 and again in FY 2005 to assess whether the Board met the established performance standards.

Governor Bob Riley and members of his administration instituted SMART budgeting in FY 2004 and in FY 2005 SMART planning began. The acronym, SMART, represents Specific, Measurable, Accountable, Responsive, and Transparent strategic planning, budgeting, and governing. The Board's strategic plan identified specific, measurable performance standards, accountability for implementation, responsive to the public it serves, and is transparent to any resident of Alabama. Ron Lazenby, the Board's Chief Financial Officer, serves as the Agency Planning Coordinator. Quarterly performance reports are provided to the Executive Budget Office. More information on the Governor's SMART initiative is available at www.smartbudgeting.alabama.gov.

The Board's **Mission** drives all the activities and decisions of the Board members and staff. The mission of the Alabama Board of Nursing is to safeguard the public's health, safety, and welfare by adopting and enforcing legal standards for nursing education and nursing practice. The Board **Values** Integrity, Fairness, Objectivity, Quality Services, Collaboration and Diversity. In FY 2005, the Board added Innovation to its list of values. The Board's **Vision** is to set the standard of excellence for public protection by making evidence-based decisions that are legally sound, fiscally responsible, operationally efficient, and quality driven. The Board evaluates accomplishments and its strategic plan each year to assure the direction is consistent with the mission, values, and vision. In addition to the routine review of the strategic plan, the Board spent one meeting day focused on the strategic plan at the April 22, 2005 Work Session. Revisions were made subsequent to the focused review.

The FY 2004-2008 Strategic Plan with FY 2005 accomplishments is in Appendix A.

BOARD MEETINGS AND WORK SESSIONS

Board members demonstrated commitment to the mission, values, and vision of the Board by participating in monthly meetings. The Board met in regular meetings for one to two days in November 2004, January 2005, March 2005, May 2005, July 2005, and September 2005. The first day focused on regulations and public policy issues. The Board addressed disciplinary cases on the second day. The Board continued meeting as a "Committee of the Whole" to discuss and analyze issues during Work Sessions scheduled in October 2004, December 2004, February 2005, April 2005, June 2005 and August 2005. Topics addressed during the Work Sessions were placed on future agendas for action.

Meetings of the Board were open to the public in compliance with Alabama law. The Board implemented processes during FY 2005 to assure compliance with the newly enacted Alabama Open Meetings Act that became effective October 1, 2005. The Board's web site, www.abn.state.al.us, contained all the meeting notices for FY 2005. Prior to the beginning of FY 2006 (October 1, 2005), meeting notices were posted on the Secretary of State's web site, www.sos.state.al.us, as required by the Alabama Open Meetings Act.

The Board's decisions are based on the law and the best available evidence. Appendix B contains a summary of FY 2005 Board decisions.

SUNSET REVIEW

The Alabama Legislature continued the Board of Nursing for four years during the 2005 regular legislative session. The Board will have another Sunset Review beginning in 2008. The Examiners of Public Accounts reviews the Board's compliance with the law as well as financial standards. Audits of the Board can be found on the web site, www.examiners.state.al.us.

OPEN FORUM

The Board allocates one hour of each meeting for Open Forum. Individuals or organizations can present information to the Board during Open Forum. The Board does not render decisions on the information provided but may schedule issues for future discussions. The

following presentations occurred at Open Forum during FY 2005:

October 21, 2004: The Board viewed a chemical dependency videotape used in the mandatory continuing education classes for newly licensed nurses. The Board also viewed a video regarding specific drugs of abuse and the impact on the user.

February 17, 2005: Dr. Don Williamson, State Health Officer; Dr. Charles Woernle, Physician Director of the Tuberculosis Program; Debbie Thomasson, MPA, RN, State Public Health Nursing Director; and Nancy Keenan, Director of the Tuberculosis Program from the Alabama Department of Public Health (ADPH) discussed issues related to medication administration in the ADPH tuberculosis program.

June 16, 2005: Ron Lazenby, Chief Financial Officer and the Agency Planning Coordinator, reviewed the Governor's SMART planning, budgeting, and governing program. Critical issues and goals were identified.

August 18, 2005: Dr. Sandra L. Frazier, the Board's Addiction Medicine Specialist, presented information to the Board regarding her review of chemical dependency treatment providers and discussed the Board's processes for referral of nurses to treatment. Requirements for Board-recognized chemical dependency treatment providers are available in Alabama Board of Nursing Administrative Code, Rule 610-X-13-.04.

DECLARATORY RULINGS

The Board issued one declaratory ruling in FY 2005. Petitioner Mary Haynes, RN, requested a written determination on whether or not the activities required by the Occupational Health and Safety Administration's Respiratory Protection Standard are within the scope of nursing practice. The Board issued the declaratory ruling on May 19, 2005. The Board posts declaratory rulings on the web site, www.abn.state.al.us. Any person substantially affected by a rule or statute can petition the Board for a declaratory ruling. The requirements for requesting a declaratory ruling are in Alabama Board of Nursing Administrative Code, Chapter 610-X-1-.09.

REGULATIONS

The Board received a request to expand intravenous therapy practice for licensed practical nurses. Proposed revisions to Alabama Board of Nursing Administrative Code, Rule 610-X-6-.11, Limitations on Intravenous Therapy by LPNs, were discussed. The Board held a public hearing on the proposed revisions at the December 16, 2004 Work Session. Significant changes occurred to the proposed rules that led to re-filing with the Alabama Legislative Reference Service and second publication in the Alabama Administrative Monthly. The Board held a second public hearing at the February 17, 2005 Work Session. The Board decided not to change existing rules after reviewing the comments from the two public hearings and written comments received during the notice and comment period.

The Board reviewed and revised Alabama Board of Nursing Administrative Code, Chapter 610-X-4, Licensure, in FY 2004. The revisions became effective November 11, 2004. Sections of Alabama Board of Nursing Administrative Code, Chapter 610-X-10, Continuing Education for License Renewal, were moved to Chapter 610-X-4 at the same time.

The Board initiated its three-year cycle of review of regulations to determine if revisions or changes needed to occur. The following regulations were reviewed during FY 2005:

- Alabama Board of Nursing Administrative Code, Chapter 610-X-6, Standards of Nursing Practice reviewed at the February 17, 2005 Work Session and approved without changes at the March 2005 Board meeting.
- Alabama Board of Nursing Administrative Code, Chapter 610-X-8, Disciplinary Actions reviewed at the April 21, 2005 Work Session and approved at the May 19, 2005 Board meeting. A public hearing was held June 16, 2005 at 1:00 P.M. The Board approved the amendments to the rules at the July 21, 2005 Board Meeting and the amended chapter became effective August 26, 2005.
- Alabama Board of Nursing Administrative Code, Rule 610-X-8-.02, Definitions, Disciplinary Actions reviewed at the April 21, 2005 Work Session and approved at the May 19, 2005 Board meeting. A public hearing was held June 16, 2005 at 1:00 P.M. The Board approved the amendments to the rule

at the July 21, 2005 Board Meeting and the rule became effective August 26, 2005.

- Alabama Board of Nursing Administrative Code, Chapter 610-X-5, Advanced Practice Nursing Collaborative Practice, reviewed at the April 21, 2005 Work Session and approved at the May 19, 2005 Board meeting. A public hearing was held June 16, 2005 at 1:00 P.M. and the Board approved the amendments at the July 21, 2005 Board Meeting. The revisions to the rules became effective August 26, 2005.
- Alabama Board of Nursing Administrative Code, Chapter 610-X-10, Continuing Education for License Renewal and Rule 610-X-2-.10, Definitions, Continuing Education, reviewed at the June 16, 2005 Work Session and approved at the July 21, 2005 Board meeting. A public hearing was held August 18, 2005 at 1:00 P.M. The Board approved the amendments to the rules at the September 15, 2005 Board Meeting and the rules became effective October 21, 2005.
- Alabama Board of Nursing Administrative Code, Rule 610-X-6-.14, Alabama Department of Public Health Tuberculosis Program, initially approved at the September 15, 2005 Board Meeting. Final action occurred in FY 2006.
- Alabama Board of Nursing Administrative Code, Rule 610-X-6-.15, Alabama Department of Mental Health Community Residential Settings, initially approved at the September 15, 2005 Board Meeting. Final action occurred in FY 2006.
- Alabama Board of Nursing Administrative Code, Chapter 610-X-13, Voluntary Disciplinary Alternative Program reviewed at the August 18, 2005 Work Session. Approved by the Board at the September 15, 2005 Board Meeting. Final action occurred in FY 2006.

SIXTH ANNUAL SUMMIT

The Board hosted a Sixth Annual Summit on October 22, 2004 at the Embassy Suites Hotel in Montgomery, Alabama. Patient Safety Issues was the focus of the Sixth Annual Summit. Board members and staff along with 72 participants representing practice, education, and

students discussed medication errors, delegation, and the impaired nurse in the context of patient safety.

Following an overview of Patient Safety Issues by President Peggy Benson, a panel discussion related to medication errors and mandatory reporting followed. Panel members were:

Eula Das, Ph.D., RN
Vice President, Patient Service
DCH Regional Medical Center
Tuscaloosa, AL

Robert Lockwood, PhD
Consumer Member
Alabama Board of Nursing
Montgomery, Alabama

Cherrila Murphy, RN, C
Director of Nursing
Henry County Nursing Home
Abbeville, AL

Debbie Thomasson, MPA, RN
State Nursing Director
Alabama Department of Public Health
Montgomery, AL

A panel discussed delegation issues in the context of patient safety. Panel members were:

Janis Ward, RN, NCSN
Coordinator, Health Services
Huntsville City Schools
Huntsville, Alabama

Bill Noland, RN, CNN
EARN Student
Auburn University, Montgomery
Unit Manager

Carol Lasner, RNC
Staff RN
RN-BSN Mobility Student
Troy University
Montgomery, Alabama

The day concluded with Board member Patricia LeCroy presenting information about the impaired nurse.

Participants engaged in spirited discussions about the issues presented. The Board reviewed the evaluations to determine future topics.

CENTER FOR NURSING AND RESEARCH

The ABN has the legal mandate to protect the public health, safety, and welfare of the residents of Alabama. While nursing workforce issues are not specifically addressed in statute, an insufficient supply of licensed nurses to meet the health care demands of Alabama's residents and its visitors jeopardizes the public's health.

The ABN has been proactive in addressing workforce issues. In April 2000, a task force, hosted by the Board began exploring workforce concerns to address workforce issues. Concluding that data were needed from licensees, workforce surveys of registered nurses and licensed practical nurses were conducted during the license renewal years 2000 and 2001. Findings from the workforce survey indicated an aging workforce, not unlike national trends observed in the nursing workforce. Nursing continued to be a primarily female profession with limited entry of males and minorities into the profession.

The ABN Strategic Plan for FY 2003 included a goal of providing leadership and facilitation in addressing the nursing shortage. The Alabama State Nurses Association (ASNA) Commission on Professional Issues met in March 2003. The outcome of that meeting was a recommendation that the ABN develop and implement a Center for Nursing. In FY 2003, the Board approved an operational plan for the development and implementation of a Center for Nursing whose purpose would be to identify, collect, analyze, and disseminate nursing workforce data to interested stakeholders within Alabama.

A position for a Nurse Workforce Researcher was developed and approved through the State Department of Personnel. Recruitment for the position occurred in FY 2004. In March 2005, the employment of a Nurse Workforce Researcher as the Director of the Center enabled the Board to launch the Center for Nursing to focus on workforce and research issues.

Over the next few months, the director met with various stakeholders with interests in nursing workforce issues. The remainder of FY 2005 led to the initial stages of development of systems of data collection. The first initiative was to identify sources of data, types of data, and review potential data elements that are needed by employers, educators, and other stakeholders. State level workforce data is essential to study and forecast nursing supply and demand. These efforts require collaboration with other agencies and

organizations involved in workforce issues. Additionally, the Board will continue to communicate with licensees regarding the importance of providing statistical data during license renewal to identify trends in the nursing workforce including ethnicity, employment settings, education, and types of nursing positions. Full implementation of the Center, including a state plan for addressing nursing workforce issues, is expected in FY 2006.

SCHOOL NURSE RESEARCH

In December 2001, the Board adopted new regulations regarding Standards of Nursing Practice. A key provision of the regulations included a section specific to school nurse practice, including delegation of some specific tasks to unlicensed assistive personnel in the school setting. The regulations allowed school nurses to delegate assistance with some medications to unlicensed school personnel under certain conditions.

Additionally, the regulations required that school nurses submit an annual report to the Board of Nursing on an annual basis. A *Medication Monitoring Report* was submitted at the end of the 2003-2004 academic years. This report provided the first opportunity for a comprehensive review of student health issues addressed by public schools in Alabama. The report consisted of responses to 42 items regarding health care procedures and medications provided for students during the academic year 2003-2004. Reports were received from 117 of the 129 school systems providing a 90.69% response rate. Following data analysis, the results were documented in a monograph that will be disseminated to interested stakeholders during FY 2006. Highlights of the findings included:

- A total of 1,060,796 doses of medications were provided to students during the year.
- Unlicensed school personnel assisted students with 656,938 doses of medications.
- 529,822 doses of medications to treat attention deficit disorder (ADD) or attention deficit hyperactivity disorder (ADHD) were provided to students.
- Fifty-six school systems reported that 1,702 students had orders for Diastat® suppositories (medication provided rectally to treat seizures).
- 8,159 diabetic students received insulin via insulin pumps or by injection.

- 4,975 students had orders for Glucagon injections as needed for diabetes-related emergencies.

Types of Medications and Doses Provided: 117 of 129 Systems Reporting

Type of Medication	Total Doses Reported
ADD/ADHD	529,822
Asthma-related (inhalers, breathing treatments, etc)	224,313
Analgesics/Anti-inflammatory	77,221
Seizure-related	37,765
Topicals	17,369
Antibiotics	10,693
Other medications	163,613
Total Doses of Medications	1,060,796

Students required a variety of invasive health procedures during the school day as indicated in the table below. A licensed nurse must perform all invasive procedures; therefore, student requirement of such procedures affect the assignment of school nurses to various schools within the school system.

Procedures Performed During the School Day: 117 of 129 Systems Reporting

Invasive Health Procedures	Total Reported
Number of Tube Feedings Provided by Nurse	37,121
Number of Urinary Catheterizations Provided by Nurse	14,837
Number of Students Performing Self-Catheterization	859
Tracheotomy Care	186
Oxygen As Needed	176
Ventilator Dependent	1
Other Procedures	4,333

The role of public schools is to provide education for students. A secondary role and legal requirement for public schools that receive federal funding is to provide health services required by students. The data collection and analysis efforts will continue.

INFORMATION SYSTEMS TECHNOLOGY

The Board continued to maximize use of information systems technology. Board meetings were essentially paperless for the third year in a row. Materials for each meeting were provided in a CD format for Board member review. Board members received laptop computers at the beginning of their term of service to allow expeditious review of Board meeting materials.

The continuing education (CE) rules passed in 2002 required that Board-approved CE providers submit records to the Board electronically as of January 1, 2006. Once the preliminary plan existed, invitations were sent to 10 ABN-approved CE providers requesting their participation in Beta-testing of the hardware and software to implement the rule. On May 26, 2005, representatives from the following Board-approved providers gathered in Montgomery to review the process for electronic transmission of CE records.

- Alabama Board of Nursing, Montgomery
- Alabama Department of Public Health, Montgomery
- Diversified Nursing Services, Inc., Selma
- Eastern Health Systems, Inc., Birmingham
- Mobile Fire and Rescue Department, Mobile
- Northeast Alabama Regional Medical Center, Anniston
- NurCE, Samford University, Birmingham
- Russell Medical Center, Alexander City
- St. Clair Regional Medical Center, Pell City
- The Children's Hospital of Alabama, Birmingham

Over the course of summer 2005, most of the beta test sites submitted data electronically to the Board. Feedback from beta test sites resulted in changes to software and processes. Results of the evaluations of the training program were used to plan the training sessions for all ABN-approved CE providers. The first series of classes for ABN-approved CE providers were held in September 2005. Completion of the training and implementation was scheduled for FY 2006.

A web (Internet) programmer was employed in FY 2005 to develop online surveys, assist with maximizing use of the Internet, and manage the Board's web site. The first project developed was an online annual report of nursing education programs. Prior to FY 2005, Deans/Chairs/Program Directors of nursing education programs collected data and submitted paper forms to the Board. Analysis of data from 60 programs was difficult in a manual format. Providing an online report format allows retention of information so that in the future changes can be made without repetitive

data input. The Board also has the opportunity to retain the data in a database for comparison and analysis.

LICENSING

Routine Licensing Activities

Renewal of registered nurse (RN) licenses occurred between September 1, 2004 and November 30, 2004. Individual registered nurses who waited until December 2004 to renew paid a late fee. Approximately 59% of RN renewals were completed online rather than manually.

During FY 2005, the Board issued licenses based on examination, endorsement, renewal, and reinstatement. The method of application, manual vs. online, for each license type is provided in the table below.

License Type	Issued By	Manual	Online	Total
LPN	Endorsement	166	143	309
LPN	Examination	672	365	1,037
LPN	Reinstatement	156	159	315
LPN	Renewal	2,369	954	3,323
RN	Endorsement	587	687	1,274
RN	Examination	549	1,530	2,079
RN	Reinstatement	394	793	1,187
RN	Renewal	16,389	19,807	36,196

License verification continued to be offered through three mechanisms. The Board has a telephone verification line that provides information with the input of either a social security number or license number. The telephone verification line is free to the caller and is available 24 hours per day, seven days per week at 334-242-0767. Another method of license verification is the group online license verification subscription service that started in January 2004. Employers of nurses continued to subscribe to obtain information about licensed nurses and applicants. The employer inputs the license number or temporary permit number of an employed nurse after registering. If the license status or expiration date changes, the employer receives an electronic notification at the employer-specified addresses. Information about the group online license verification system subscription service is available online at www.abn.state.al.us. The third method is verification of the individual license. Individual

license verification can be requested by the licensed nurse, an employer, or a third-party. Individual license verification can be requested and paid for online.

The number of individual license verifications issued by the Board varies from year to year. Information about individual license verifications for FY 2005 is in Appendix C.

Imposters

A license is required to practice as a registered nurse or licensed practical nurse in Alabama. The Board continued to receive information that individuals falsely represented themselves as licensed nurses. The Board approved the addition of an “Imposter Alert” to the Board’s web site, www.abn.state.al.us. If the evidence received in the Board office demonstrates that an unlicensed individual represented himself or herself as a licensed nurse, the individual’s name is placed on the web site with sufficient information to alert the public as well as potential employers that the individual is an imposter. In addition to placing the individual’s name on the web site, the individual is sent a “Cease and Desist” letter. The letter advises the individual not to misrepresent licensure and a copy of the letter is sent to the complainant, if known, and the district attorney in the county where the individual resides. The Nurse Practice Act specifies that improper use of the title RN or LPN may subject an individual to criminal prosecution.

During FY 2005, fifteen (15) cease and desist letters were sent to individuals who misrepresented themselves as licensed nurses. Thirteen (13) cease and desist letters were sent to 13 individuals in FY 2004 and seven (7) cease and desist letters were sent in FY 2003.

Another significant licensure issue occurred when Hurricane Katrina struck the Gulf Coast. The Alabama Nurse Practice Act contains an exemption for the furnishing of nursing assistance in an emergency. While the area surrounding Bayou La Batre was significantly impacted by Hurricane Katrina, the Board issued licenses to displaced nurses from Louisiana and Mississippi. The Nurse Practice Act does not define “emergency” related to the exemption of licensure rules and the Board plans to address the issues through regulation in FY 2006.

Appendix D contains details about the FY 2005 licensed nurse population in Alabama.

NURSING PRACTICE

Most Frequently Asked Practice Questions

The Practice Section receives daily inquiries regarding the scope of practice for both registered and licensed practical nurses. Two of the most common practice questions, with the answers, are provided.

- Can I as a registered nurse administer fentanyl or propofol to a patient?

The question related to administration of specific medications is answered in the Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.05(5) which states “*The RN or LPN shall not administer medications for anesthetic purposes or to render an individual unconscious without meeting the requirements of Chapter 610-X-9-.02.*” (CRNA)

- I am a nursing student but I work as a nursing assistant in the hospital. What procedures can I do as an employee of the hospital?

A student’s role with faculty supervision does not carry over to the role as an unlicensed employee of the hospital when the nursing student is working as a nursing assistant or patient care technician. The rule answering this question is found in the Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.03(2e) and 610-X-6-.04(2e) which states:

“Tasks delegated to unlicensed assistive personnel shall not require the exercise of independent nursing judgment or intervention. Selected nursing functions that may not be delegated include but are not limited to performance of invasive or sterile procedures or administration of medications ...”

Additional rules define specific provisions for delegation in designated settings.

Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.06, Delegation by School Nurses, addresses delegation by school nurses in schools through twelfth grade. The State of Alabama Independent Living (SAIL) Program in the Alabama Department of Rehabilitation Services is addressed in Alabama Board of Nursing Administrative Code, Chapter 610-X-6-.07.

Standardized Procedures

The Board adopted Alabama Board of Nursing Administrative Code, Chapter 610-X-6, Standards of Nursing Practice, in December 2001. Standardized procedures were included in the rules to specify how nursing practice beyond basic educational preparation should be addressed. Chapter 610-X-6-.05 addressed standardized procedures specifically. Rule 610-X-6-.05(11) requires that an annual report be submitted to the Board by the Chief Nurse of a licensed hospital that uses standardized procedures. In 2002, the Board sent out a survey in a checklist format asking Chief Nursing Officers to identify practices beyond basic educational preparation used in their facilities. In November 2003, the reporting form asked Chief Nursing Officers to list standardized procedures performed in their facilities. In 2003, Removal of Arterial/Venous Catheter Sheaths took the place of Removal of Epidural Catheters in the Top 10 most frequently reported standardized procedures for RNs. Procedures added to the top 10 list for LPNs included

- Laboratory Procedures by LPNs,
- Surgical wound drains, removal by LPNs
- Local Anesthetic Agents - topical, intradermal, SC, IM administration

All procedures reported in the annual reports reflected procedures that were approved in the Board’s previous Position Statements between 1984 and 2000.

Top 10 RN Procedures for 2002	Top 10 RN Procedures for 2003
Replacement/Reinsertion Gastrostomy Tube	Replacement/Reinsertion Gastrostomy Tube
Emergency Replacement/Changing Trach Tubes	Emergency Replacement/Changing Trach Tubes
Reinsertion Chronically Indwelling Suprapubic Catheters	Reinsertion Chronically Indwelling Suprapubic Catheters
Conscious Sedation	Conscious Sedation
Cardiac Defibrillation/Cardioversion	Cardiac Defibrillation/Cardioversion
IV Therapy in Neonates	IV Therapy in Neonates
IV Administration of Pavulon	IV Administration of Pavulon
Local Anesthetic Agents	Local Anesthetic Agents
Application External Pacemaker	Arterial/Venous Catheter Sheaths
Removal of Epidural Catheters.	Application External Pacemaker

Top 8 LPN Procedures for 2002	Top 10 LPN Procedures for 2003
Removal of Sutures & Staples by LPNs	IV Therapy by LPNs
Replacement/Reinsertion Gastrostomy Tube	NG Tube Insertion by LPN
NG Tube Insertion by LPN	Replacement/Reinsertion of Gastrostomy tube
Reinsertion of chronically Indwelling Suprapubic Catheters & Chronically Indwelling Nephrostomy	Sutures & Staples, Removal by LPNs
Removal of Surgical Wound Drains by LPNs	Reinsertion of Chronically Indwelling Suprapubic Catheters & Chronically Indwelling Nephrostomy
IV Therapy by LPNs	Tracheostomy Tubes, Emergency Reinsertion/Changing
Cardiac Monitoring by LPNs	Laboratory Procedures by LPNs
Hyperalimentation, Adding subsequent container to peripheral line	Surgical wound drains, removal by LPNs
	Cardiac Monitoring by LPN
	Local Anesthetic Agents - topical, intradermal, SC, IM adm

In accordance with the standardized procedure rule, individual facilities requested permission for nursing staff to perform additional procedures. In addition to the application signed by the chiefs of nursing, medicine and executive, each facility requesting that nursing staff be able to perform procedures beyond their basic education submitted a policy and procedure, an organized program of study, plan for supervised clinical practice and demonstration of competency.

An online survey tool will be used in FY 2006.

ADVANCED PRACTICE NURSING

The Board of Nursing authorized the practice of 2,537 advanced practice nurses in FY 2005. There are four categories of advanced practice nurses:

Initial approval for Advanced Practice Nursing

All categories of advanced practice nurses require an active Alabama RN license, a master's degree and national certification in the clinical specialty. The advanced practice nurse must maintain national specialty certification and provide the Board with documentation of recertification by the certifying organization. The ABN telephone license verification (334-242-0767) announces the name of the nurse and the expiration date for the RN and APN category.

Alabama Board of Nursing Administrative Code, Chapter 610-X-9 defines the requirements for approval to practice for the certified registered nurse anesthetist (CRNA) and clinical nurse specialist (CNS). The Board issues a plastic wallet card that specifies the approval for advanced practice nursing as a CRNA or CNS. The RN wallet card and the APN wallet card should be presented together for evidence of approval to practice as a CRNA or a CNS.

Advanced Practice Nursing in FY 2005	Initial Approval in FY 2005	Total Approved
Certified Nurse Midwife (CNM)	0	23
Certified Registered Nurse Anesthetist (CRNA)	98	1131
Certified Registered Nurse Practitioner (CRNP)	190	1259
Clinical Nurse Specialist (CNS)	29	124

Applications for Standardized Procedure since January 2002

Procedure and Requesting Agency	Discipline(s) Affected	Board Action and Date
Microdermabrasion Northeast Alabama Dermatology (private medical practice)	RN and LPN	Approved November 2002
Peripheral Nerve Stimulation to Evaluate Neuromuscular Blockade Baptist Health System – Walker	RN	Approved November 2002
Administration of Neuromuscular Blocking Agents by RNs assisting Physician with Intubation DCH Regional Medical Center	RN	Approved November 2002
Sphenoidal Electrode Removal by CRNPs Children's Hospital System	CRNP	Approved March 2003
Random Fine Needle Aspiration of Breast by CRNP University of Alabama – Birmingham	CRNP	Approved January 2003
Intravenous Administration of Radioisotope for SPECT Scan Children's Hospital System	RN	Approved September 2003
Medical Screening Exam by RN under EMTALA Requirement Children's Health System	RN	Approved October 2003
Intraoperative Wound Closure, Intraoperative Skin Incisions, Radical Artery Harvesting for use as conduit for Coronary Artery Bypass Grafting Huntsville Hospital System	RNFA	Approved July 2004
Continuous Renal Replacement Therapy Gadsden Regional Medical Center	RN	Approved March 2004
Intravenous Administration of H2 Blockers by Licensed Practical Nurses DCH Regional Medical Center	LPN	Denied July 2004
Conservative Sharp Wound Debridement by LPN Phenix City Health Care	LPN	Denied November 2004
Modified Seldinger Technique of Insertion of a PICC Baptist Medical Center, Montclair	RN	Approved May 2005
LPN - Functional Independence Measure (FTM tm) Rating HealthSouth Rehabilitation Hospital, Montgomery	LPN	Approved March 2005
Infiltration of Tumescant Lidocaine for Liposuction Tuesday Bigelow, MD	RN	Denied July 2005
Suturing Arterial-Venous Sheaths with MD present in operative suite Helen Keller Hospital	RN	Approved September 2005
Modified Seldinger Technique of Insertion of a PICC using Ultrasound Brookwood Medical Center	RN	Approved November 2005
Negative Pressure Wound Therapy (Wound Vac [®] Therapy) Canterbury Health Facility	RN and LPN	Approved November 2005

Clinical nurse specialists who completed RN and CNS renewal by December 31, 2004, received CNS approval effective 1/1/2005 through 12/31/2006. National specialty certification was added as a requirement for approval and renewal as a Clinical Nurse Specialist, effective January 1, 2005. Each clinical nurse specialist is required to submit documentation of national certification as a clinical nurse specialist in order to renew the Alabama CNS approval for the next license period, January 1, 2007 to December 31, 2008.

Approval for Collaborative Practice as CRNP and CNM

Alabama Board of Nursing Administrative Code, Chapter 610-X-5 states the requirements for certified registered nurse practitioners (CRNP) and certified nurse midwives (CNM), as well as the requirements for collaborative practice with a physician. The Board of Nursing determines the qualifications for the CRNP and CNM. The Alabama Board of Medical Examiners determines the qualifications for collaborating physicians. The Board of Nursing issues a notice for Authorization to Practice as CRNP or CNM, with an attached wallet card printed on security paper. The notice/wallet card designates the collaborating physician for the approved collaborative practice protocol. The Board of Nursing sends a duplicate of the notice to the approved collaborating physician, labeled as **Physician Copy**. The RN wallet card and the APN wallet card should be presented together for evidence of approval to practice as a CRNP or CNM.

Rules adopted in 1996 required applicants for CRNP to have a Master of Science in Nursing with preparation as a nurse practitioner. The rules provided specific exceptions for nurse practitioners who were certified prior to 1996. The Board of Nursing received two requests in FY 2005 to waive the education requirements for CRNP. Both applicants graduated after 1996 from a nurse practitioner education program that did not require a bachelor's degree in nursing, did not grant graduate academic credit, and did not offer an academic degree upon completion. The Board of Nursing denied the educational waivers requested by Martha Jean Carmichael Pierce, 1-047506, and Gwendolyn S. Ledger, 1-030688.

National Specialty Recertification for Continued APN Approval

The Board of Nursing requires national certification as one indicator of the nurse's capability for

advanced practice nursing, and requires the APN to maintain specialty certification. The Board requires documentation of initial certification and subsequent recertification. The nurse's APN approval expires at the same time as the specialty certification or with the RN license, whichever date occurs first. The APN wallet card shows the expiration date, which may be an earlier date than the RN license expiration date. If the Board of Nursing does not receive official documentation of specialty recertification on or before the expiration date, the nurse's approval for advanced practice lapses. Any APN who continues to practice after the Board's approval expires may be subject to disciplinary action. After the Board of Nursing receives recertification information, an updated APN wallet card is sent to the nurse.

None of the national APN certifications are on the same two-year calendar cycle as the Alabama RN license. National specialty certification examinations for advanced practice nurses are administered by independent professional nursing specialty organizations and corporations. The duration and expiration date for the certification is determined by the certification organization, and varies from one year to five years, depending on the organization.

Joint Committee for Advanced Practice Nursing

The Joint Committee for Advanced Practice Nursing (Joint Committee) makes recommendations to the Board of Nursing and the Alabama Board of Medical Examiners regarding collaborative practice between physicians, CRNPs and CNMs. Three nurse members and three physician members serve staggered three-year terms. By law, the six committee members include one CRNP, one CNM and one physician who are in collaborative practice.

Joint Committee Members for FY 2005:

Truus Delfos Broner, MPH, RN, CNM	Birmingham
Diantha Miller, MSN, CRNP	Saraland
Jeanne Sewell, MPH, RN	Monroeville
David Montiel, MD	Montgomery
A. Ray Hudson, MD	Jasper
Steven Furr, MD	Jackson

Truus Delfos-Broner, RN, MPH, CNM, completed her sixth year as the Certified Nurse Midwife representative, and rotated off the committee. In September 2005, the Board of Nursing appointed Certified Nurse Midwife Diana Dowdy, RN, MN, to the Joint Committee for 2005-2008.

The Joint Committee held seven scheduled meetings between October 2004 and September 2005. The committee reviewed applications for collaborative practice and recommended approval by the respective Boards for 651 collaborations.

During FY 2005, the Joint Committee reviewed several requests for exceptions to the limit on CRNPs in collaborative practice with one physician. The increasing numbers of requests prompted the committee to review and compare the separate rules for CRNPs, CNMs, and Physician Assistants (PA). Decisions on pending requests were deferred until the committee completed the review. Consistent with the proposal for rule changes, two requests received recommendation for approval.

- Paul Roller, MD 3 full-time equivalents (FTE)
- Louis Nabors, MD 3 full-time equivalents (FTE)

Approval was not recommended on two requests.

- Tommy Ray Key, MD, requested an exception totaling 160 hours per week (4 FTEs) for collaboration with 4 CRNPs and 1 PA.
- The Family Practice physician staff at Lyster Army Medical Center, Fort Rucker, requested approval for civilian CRNPs to collaborate with Family Practice physicians who are not stationed at Fort Rucker, but are available through the regional Army Medical Group. The committee recommended that the Fort Rucker medical staff re-evaluate the availability of physicians who are stationed at Fort Rucker.

CHANGES TO RULES FOR COLLABORATIVE PRACTICE

Limits on CRNPs and CNMs per Physician

The Joint Committee recommended changes to the limit of CRNPs and CNMs in collaboration with one physician (Alabama Board of Nursing Administrative Code, Rules 610-X-5-.03, 610-X-5-.04, 610-X-5-.19). The revised rules, effective August 26, 2005, addressed the total weekly hours of collaborative practice with CRNPs, CNMs, and supervision of Physician Assistants. The rules increased the limit on cumulative practice hours for CRNPs, CNMs, and PAs, and

removed the limit on the total number of persons. The total weekly practice hours for these personnel cannot exceed 120 hours per week per physician. There are slight differences in the rule pertaining to Certified Nurse Midwives. Contact the Advanced Practice section at the Board of Nursing if you need more information about limits on CNMs with physicians, 334-242-4282.

Notice of Beginning and Ending Collaborative Practice

Applications for collaborative practice are submitted to the Board of Nursing. CRNPs and CNMs have the responsibility to notify the Board of Nursing when a collaborative practice terminates. Another rule change added the requirement that a physician notify the Board of Medical Examiners within five business days whenever beginning or ending a collaborative practice relationship with a CRNP or a CNM.

In September 2005, the Joint Committee began a review of the rules related to practice sites. The review continued into FY 2006, with consideration of possible changes and additions to the rules for collaborative practice.

Additional Duties for CRNP Protocols

The Board of Nursing determines whether procedures are appropriate to the scope of advanced practice nursing. Upon approval by the Board of Nursing, the procedure is reviewed by the Joint Committee as a possible addition to the protocols for CRNPs and CNMs.

The Board of Nursing and Board of Medical Examiners, with the recommendation from the Joint Committee, approved protocols for specifically qualified CRNPs or CNMs to perform the identified procedures. The approvals included:

- Nasal cauterization with silver nitrate applicator for control of epistaxis.
- Anterior nasal packing for control of persistent epistaxis.
- IUD insertion and Pipelle endometrial biopsy by Family Nurse Practitioner (the procedure was approved in 1997 as an additional duty for Women's Health Nurse Practitioner).
- Spider-vein sclerotherapy with hypertonic saline, after physician evaluation of the patient.

The Board of Nursing approved "sphenopalatine ganglion block using transnasal approach"

and recommended the procedure be added to the CRNP protocol. However, the Joint Committee did not concur with the decision of the Board of Nursing. The recommendation to the respective Boards was denial of the request as the efficacy of the procedure has not been established. Consequently, the procedure and protocol for sphenopalatine ganglion block were not authorized for CRNP practice.

Quality Monitoring in Collaborative Practice

Quality monitoring is a required component of collaborative practice. The CRNP/CNM and physician have the latitude to determine outcome indicators, performance criteria, and documentation processes within the collaboration. At a minimum, the quality review process must include all patients with adverse outcomes, plus 10% of the patients treated by the CRNP or CNM. During FY 2005, the Joint Committee discussed problems encountered by physicians, CRNPs and CNMs, in conducting quality monitoring and documenting the results. The committee identified the need among clinicians for instruction and assistance with starting and maintaining their quality review processes. The staff of the ABN and ABME developed basic formats for recording the results of quality review. The committee suggested that the two Boards work together on an educational program for physicians, nurse practitioners and nurse midwives. Program development and implementation will occur during FY 2006.

CONTINUING EDUCATION

In 1989, the Alabama legislature mandated that nurses licensed in the State of Alabama are required to obtain continuing education for license renewal, reinstatement and endorsement. The Board approves providers of continuing education, conducts audits of licensees to establish compliance with continuing education requirements, and audits providers of continuing education.

Alabama Board of Nursing Administrative Code, Chapter 610-X-10, Continuing Education for License Renewal, provides the legal requirements for continuing education. In FY 2005 Board staff reviewed the chapter and proposed changes. The Board approved changes related to the types of providers; methods of delivery of continuing education; qualification of providers; and withdrawal of approval of providers. Changes

to the chapter provided clarification and a more user friendly language for licensees and providers.

Requirements for continuing education are posted on the Board's web site, www.abn.state.al.us. Nurses may access information on upcoming continuing education opportunities, use provider look up to identify a provider in a specific city, and view a cumulative listing of active and retired provides.

Alabama Board of Nursing- Approved Continuing Educations Providers

The ABN approves providers who demonstrate evidence of meeting the requirements of Rule 610-X-10-.03 of the Alabama Board of Nursing Administrative Code. The applicant for approval as a Board-approved provider of continuing education submits a complete application, including the current provider application fee, to the Board for review. Board-approved CE providers are initially approved for four years and must reapply every four years to remain active. CE Providers who do not renew are not eligible to offer classes as a Board approved provider. During FY 2005, twenty-six (26) applicants submitted an application for initial approval as a CE Provider. One hundred one (101) providers of continuing education submitted renewal applications.

The Board approves a variety of provider types. Hospitals/medical centers remain the largest number of providers. The types of providers in active status and approved by the Board are:

Provider Type	Total
Clinics	14
Colleges/Universities/Schools	27
Home Health Care	39
Hospitals/Medical Centers/Medical	89
Hospital/Nursing Homes	13
Mental Health Services	8
Nursing Homes	24
Rehabilitation Centers	10
Other (Health Related)	82
Outpatient Services	4
Public Health Agencies	3
Publications	4
Regional/National Associations	34
Regulatory Agencies	1
Self Employed Providers	26
State Associates	12

The Board staff conducts audits of Board-approved providers. Audits allow the Board to assess the compliance of approved continuing education providers with the law. A paper audit is conducted every four years with the submission of the renewal application. If consumers of con-

tinuing education identify problematic issues a focus audit is conducted. Random onsite audits of records and continuing education programs are conducted each fiscal year. Compliance audits are conducted following a focus or random audit when a problem or concern has been validated and a corrective plan was required of the provider to be in compliance with established criteria. Audit of providers for FY 2005 were:

Random Audits	11
Focus Audit	3
Compliance Audit	1
Total	15

Two of the three focus audits related to the provider having a lapsed approval status. The providers continued to offer CE programs as if they were still active providers. The other focus audit occurred because nursing participants complained about the quality of the programs presented. Changes to the CE regulations in FY 2006 address the issues discovered through the audit process.

RN and LPN Random Audit of Continuing Education for License Renewal

Two percent (2%) of licensed nurses are randomly selected for an audit of continuing education attendance and records. In accordance with the Alabama Board of Nursing Administrative Code, registered nurses and licensed practical nurses selected for CE audit are required to submit evidence of meeting continuing education requirements. The rules specify that the licensed nurse respond within thirty days of the date a written request is mailed first class to the address of record. One thousand sixty-four (1,064) registered nurses were selected for an audit of the CE records in FY 2005. The tables below represent the results of the FY 2005 CE Audit of registered nurses:

FY2005 RN Renewal CE Audit	
Selection Criteria	Number Selected
Random Audit (2%)	982
One Previous Violation	65
Two Previous Violations	16
Three Previous Violation	1
TOTAL	1064

COMPLIANCE

License Status	CE Audit Status	Number	Percentage
Active	Cleared	966	90.78%
Active/Probation	Cleared	5	0.46%
Suspension	Cleared	1	0.09%
Lapsed	Lapsed (elected not to renew)	48	4.51%
Deceased	Lapsed	2	0.18%

NON-COMPLIANCE

Category of Non-Compliance	Number/Percentage
No Response	39 / 3.66%
Response Not Timely	154 / 14.47%
Denied (inadequate hours)	3 / 0.3%

Results of the continuing education audit are posted on the Board's web site, www.abn.state.al.us. In August 2005, 429 LPNs were mailed notices of audit for calendar year 2005 LPN renewal.

THE BOARD AS A PROVIDER OF CONTINUING EDUCATION

Mandatory Continuing Education

Registered nurses and licensed practical nurses licensed by examination are required to complete four (4) contact hours of Board-provided continuing education. The Board-provided mandatory class presents topics related to Board functions, the Nurse Practice Act, regulations, professional conduct, accountability, and chemical dependency. The class is presented live by Board staff and by videotape. Board staff produced a videotape that was made available to approved providers of continuing education across the state to show the class.

During FY 2005, 1,202 registered nurses and 2,276 licensed practical nurses completed the class. One hundred ten (110) registered nurses did not complete the mandatory continuing education and were not eligible for renewal. Board staff conducted live classes for FY 2005 in: Huntsville, Birmingham, Sumiton, Hamilton, Opelika, Fayette, Tuscaloosa, Bay Minette, Talladega, Selma, Dothan and Anniston.

The Board purchased a Tegrity® system in FY 2005 with the intention of providing the mandatory class online in FY 2006.

Board Member and Staff Presentations

Board members and staff provided presentations throughout Alabama in FY 2005. Board staff presented continuing education programs in Birmingham and Montgomery on behalf of the Alabama Nursing Home Association in August 2005. Various staff members provided 42 different presentations ranging from discussing licensure requirements with students in nursing schools, chemical dependency, advanced practice requirements, and disciplinary actions. Health care organizations were the most common requestor of speaker services. A speaker request form is available for downloading from the Board's web site, www.abn.state.al.us, in the "downloads" section.

NURSING EDUCATION

The Alabama Board of Nursing is authorized by statute to conduct surveys and evaluations of nursing education programs as often as necessary to determine compliance with all standards set forth in the Alabama Board of Nursing Administrative Code, Chapter 610-X-3. Central to assessing the outcomes of nursing education programs is determination of the degree to which the graduates of the program are meeting the expectations of the educational program, the regulatory body and the demands of consumers and employers to deliver competent and safe care. The joint responsibility of the educational program and the regulatory body is to ensure that the graduates of nursing programs are prepared for safe and effective practice and to assure that candidates are prepared for initial licensure at the appropriate level of practice.

The Board-approved nursing education programs are reviewed annually for compliance with regulatory standards. Annual report documents are submitted in October for the past fiscal year. The primary components of the report require self-assessment and evaluation of the mandatory outcomes of theoretical competence of the program graduates; evaluation of clinical competence of graduates; and evaluation of the performance of new graduates on the NCLEX® RN and LPN. The institution must document that the collection and analysis of data is used to make evidenced-based decisions about programmatic changes or improvements.

As of September 30, 2005, there were sixty (60) approved nursing education programs in the state. Of the sixty (60) programs, six (6) of the programs are new programs developed and approved (provisional approval) in the last two (2) years. Prior to these programs, the Alabama Board of Nursing had not approved a new program in over a decade. There are thirty-seven (37) RN programs and twenty-three (23) LPN programs. Of the RN programs, thirteen (13) are BSN and twenty-four (24) are ADN. A list of the approved nursing education programs, contact information and NCLEX® results for the past three fiscal years for first-time takers from each program appears in Appendix E.

Nursing Education Program Deficiencies:

The Alabama Board of Nursing Administrative Code, Rule 610-X-3-.02, Outcome Standards, requires that graduates of programs demonstrate both theoretical and clinical competence for entry into practice; a composite of first-time graduates pass the national licensure examination at an eighty (80)% pass rate; and a programmatic systematic plan of evaluation be submitted to the Board annually for review of compliance with the standards. Failure to meet all of the standards results in the educational program receiving a notice of deficiency and a specified time period for correction.

The passing standard mandated by the Board for the national licensure exam increased to 80%, effective October 1, 2004. The FY 2005 NCLEX® RN and LPN results indicate that a higher than usual number of RN programs failed to meet the standards and received Notices of Deficiency. As of September 30, 2005, seven RN programs failed to meet the NCLEX® RN passing standard of eighty (80%). Four (4) of these programs had been cited for the previous fiscal year for failure to meet the standard. One program corrected its deficiency in one year. Only two (2) practical nursing programs failed to meet the passing standard and one program previously cited corrected its deficiency by the date specified by the Board.

Enrollment, Graduation, Withdrawals and Denials

The ABN requires an annual report from all entry-level nursing education programs. Included in the report is the collection of data on the number of admissions, withdrawals, and graduation. In FY 2005, the Board provided operational definitions to the nursing education programs to

increase the possibility of similar data. The Board asked, for the first time, the number of qualified applicants denied admission to the nursing education program. Appendix E reflects a summary of the data on enrollment in pre-licensure educational programs.

Educational Requirements for Licensure in Alabama

The Board receives frequent telephone calls and electronic mail requests regarding the educational requirements for licensure as a RN in Alabama and the feasibility of becoming a RN via a home study or distance learning program. Distance education programs such as Excelsior College and Indiana State University and publishing companies such as The College Network and Rue continue to provide workshops in the state for LPNs interested in mobility programs.

Alabama Board of Nursing Administrative Code, 610-X-4-.01 specifies that the qualifications of applicants for licensure shall be successful completion of all requirements from an approved registered nursing program in Alabama, or an approved registered nursing program located in another jurisdiction or territory that substantially meets the same educational criteria as Alabama programs. The ABN does not have jurisdiction over out-of-state programs and does not approve them. Graduates of an out-of-state program are reviewed individually to determine eligibility for licensure in Alabama.

Alabama Board of Nursing Administrative Code, 610-X-3-.01(9) specifies that registered nurse curriculum shall include:

- Theoretical content and clinical experience specific to the expected scope of practice of graduates from each type of entry level nursing education program.
- Theoretical learning and clinical experience for students to attain knowledge and understanding of essentials of safe and effective care environment; prevention of illness; maintenance, promotion, and restoration of health; and psychological integrity of individuals across the life span.
- Content specific to the expected scope of practice of graduates with: (1) Liberal arts and sciences supportive of the nursing program. (2) Fundamentals of nursing, pharmacology, nutrition, **mental health and illness, adult, maternal-child and community nursing.** (3) History and trends of nursing,

cultural diversity, legal and ethical responsibilities, and nursing practice responsibilities including leadership, management, and health care delivery systems.

- Clinical experiences conducted to provide opportunities for students to develop cognitive, psychomotor and affective skills in the provision of care.

Individuals interested in RN licensure in Alabama must meet the requirements of Alabama law related to entry level educational preparation. Applicants must be able to provide documentation of completion of an educational program that included both theory and clinical learning experiences in the designated areas of nursing practice listed above. The absence of clinical experiences disqualifies an applicant for licensure. Testing does not constitute clinical experience.

Each applicant's transcript is reviewed to assure that the educational requirements are met. If the transcript does not reflect the requirements of the law, verification of content must be provided by the nursing program's administrator or designee. Applicants for licensure by endorsement must provide substantial documentation of clinical experiences if other than academic courses are submitted as evidence of meeting the standards.

In addition to home study and distance learning programs, the Board receives regular inquiries from retired military personnel who completed some medical training in the military and want to be licensed as a nurse in Alabama. The failure to graduate or complete a nursing education program generally prohibits the licensure of retired Air Force or Navy individuals. The U.S. Army has an approved licensed practical nursing program and is accepted for licensure. The Board extensively reviewed the programs of instruction for Navy Hospital Corpsmen and found the minimum requirements of Alabama law were not met.

LEGAL DIVISION

A significant change occurred in the Board's legal division during FY 2005. Gail I. Hampton, Assistant Attorney General and the Board's General Counsel, retired in May 2005 following 25 years of exemplary state service. Ms. Hampton prosecuted disciplinary cases, reviewed regulations for legal sufficiency, and provided legal advice to the Board. Gilda Branch Williams, Assistant Attorney General, started with the Board in March 2005. In May 2005, Ms. Williams suc-

ceeded Ms. Hampton as the Director of the Legal Division and the General Counsel to the Board.

In FY 2005, the Board disciplined the license of 541 nurses. Of those, 356 cases were settled through negotiation and 66 were settled through the formal hearing process. There were 119 licensees who chose to voluntarily surrender (a self-revocation) their license rather than face disciplinary action. Forty-two (42) applicants for original licensure were disciplined, one (1) applicant for reinstatement of licensure was denied, and thirteen (13) revoked or lapsed licenses were reinstated through the disciplinary process. With the implementation of document scanning, file maintenance and retrieval of previous disciplinary action became more efficient.

Licensed nurses are monitored through the Voluntary Disciplinary Alternative Program (VDAP) or Probation Monitoring. Participation in VDAP increased from a year end total of 253 in FY 2004 to a year end total of 284 licensees in FY 2005. Licensed nurses monitored on probation increased from a year end total of 211 in FY 2004 to a year end total of 248 licensees in FY 2005. Enhancements which would improve the efficiency of monitoring activities by the Board are currently being explored.

The most common reason for disciplinary action continued to be substance abuse. This category included violations such as misappropriation or diversion of drugs from the work setting for self-use and impairment while on duty. Hydrocodone (Lortab), alcohol and marijuana remained the most prevalent drugs of choice/abuse. The increased use of methamphetamine by licensees was also noted.

During FY 2005, the Board conducted a review of substance abuse treatment providers. The review resulted in the identification of minimum criteria for substance abuse treatment programs used as referral sources by the Board, an expansion of the current list of Board-recognized treatment providers, and enhanced monitoring requirements for substance abuse cases. The specific requirements for Board-recognized chemical dependency treatment providers are found in Rule 610-X-13-.04 of the [Alabama Board of Nursing Administrative Code](#).

The second most common reason for discipline continued to be substandard practice. Substandard practice violations included patient abandonment, negligence and falsification of records. Following a shift in the proportion of violations that were designated as substandard

practice between FY 2003 and FY 2004, the Board initiated an analysis of complaints/violations related to substandard practice.

Substandard Practice Violations

The Board conducted an analysis of violations related to substandard practice. The one hundred fourteen (114) violations relating to substandard practice included negligence, diversion, scope of practice, fraudulent documentation including pre-charting, medication error, abandonment, unprofessional behavior, improper supervision, restraints/safety, theft, impaired practice, professional boundary violation and confidentiality.

The profile of the RN committing substandard practice violations in FY 2005 were an average of 44 years of age, been a nurse for 18 years, and had an Associate Degree in Nursing. Fourteen (14) of the RNs had previously been LPNs.

The profile of the LPN committing substandard practice violations in FY 2005 included were an average of 44 years of age, and had been a nurse for 13 years.

2005	RN	LPN
Total Number	55	59
Age (Average)	44	44
Years as Nurse (Average)	18	13

The number of licensees disciplined for working without an active Board-issued license and/or specialty approval continued to increase in FY 2005. Technology implemented in FY 2004, the group online license verification subscription service, should help subscribing employers reduce the risk of individuals working without proper authorization from the Board.

The tables that follow demonstrate the specific types of complaints received by the Board, the sources of the complaints, the Board action on the complaints and the identified violations.

The total number of complaints in the following tables is based on the initial complaint received by the Board. The numbers in subsequent tables do not reflect these same numbers as a complaint received and counted in FY 2005 may not be resolved within the FY that it was received. Subsequent tables reflect disciplinary actions taken in FY 2005 regardless of when the complaint was received. The majority of disciplinary cases are resolved within six (6) months of receipt of the complaint.

TYPES OF COMPLAINTS RECEIVED IN FY 2005

Complaint Category	Applicant	Advanced Practice			RN	LPN	Total
		CNS	CRNA	CRNP			
Abandonment					8	6	14
Arrest/Conviction	3		1		27	24	55
Bad Check					8		8
Board Order Violation					1	1	2
CE Violations					12		12
Discipline/Pending Action Any State	1		2		25	12	40
Fraud/Deceit			1		14	7	22
Illegal Practice		1	13	31	71	21	137
Mental Disorder					8	1	9
Other						2	2
Patient Abuse					9	46	55
Physical Impairment							
Practicing Beyond Scope			1	2	19	9	31
Probation Violation					43	29	72
Sexual Misconduct					2	1	3
Substance Abuse	4		3	1	202	82	292
Substandard Nursing Practice			4		59	62	125
Unprofessional Conduct				2	10	11	23
Violation of VDAP Contract			1		78	23	102
TOTALS	8	1	26	36	596	337	1004

SOURCE OF COMPLAINTS RECEIVED IN FY 2005

Complaint Source	Applicant	Advanced Practice			RN	LPN	Total
		CNS	CRNA	CRNP			
ABN Staff Initiated		1	15	31	224	73	344
Anonymous Report			1	2	31	16	50
Consumer			1		9	6	16
Employer/Co-worker Report	1		1		116	115	233
Endorsement Application	1		1		14	6	22
Exam Application	6				6	15	27
Insurance Company			1				1
Law Enforcement					4	2	6
Other Agency				2	38	68	108
Patient/Family Report				1	14	4	19
Physician/Dentist Report					1	1	2
Reinstatement Application					16	6	22
Renewal Application			2		11	1	14
Self Report			4		112	24	140
TOTALS	8	1	26	36	596	337	1004

ACTION ON COMPLAINTS	TOTALS
Letters of Closure	129
Letters of Admonishment	93
Formal Hearings	66
Consent Orders	356
Voluntary Surrenders	119
Disciplinary Actions (TOTALS)	541
Reinstatements – Approved	13
Reinstatements – Denied (Revoked and Lapsed licenses)	1
Applicants – Disciplined	42
Probation Monitoring *	248
Voluntary Alternative Program (VDAP) *	284

* Number reflects the total number of licensees currently monitored at the end of FY 2005

FY 2005 TOTAL DISCIPLINARY ACTIONS	
FINAL DISPOSITION	TOTALS
Board Ordered Lapsed (Cleared)	1
Denied (Reinstatement of lapsed license, revoked license, endorsement and exam application)	5
Reinstatement (No sanctions)	0
Reinstatement Followed by Probation	15
Reprimand	7
Reprimand with Fine	104
Probation	110
Suspension	15
Suspension followed by Probation	120
Revocation	45
Voluntary Surrender	119
TOTAL	541

FY 2005 ASSIGNED VIOLATIONS		
Assigned Violation	Voluntary Surrender	Informal/Formal Hearing
Arrest/Conviction – Drug	4	5
Arrest/Conviction – Non Drug		24
CE Violation		
Fraud/Deceit	1	11
Illegal Practice	1	76
Mental Incompetence	1	1
Other	1	
Other Jurisdiction – Drug	3	15
Other Jurisdiction – Non Drug	1	3
Patient Abuse	1	
CE Violation		
Board Order Violation		5
Probation Violation	21	38
Sexual Misconduct		2
Substance Abuse	47	98
VDAP Violation	29	30
Unprofessional Conduct		
Substandard Practice	9	114
Bad Check		
TOTALS	119	422

FY 2005 disciplinary actions are listed in Appendix F.

FINANCE

Comparison of Actual Revenues and Expenditures to Budget

The proposed expenditure budget for FY 2005 was \$3,936,021.00. The amount expended was \$3,572,448.32 or 90.76% of the budgeted amount, a savings of \$363,572.68. The remaining amount reverted into the Alabama Board of Nursing Trust Fund for future use.

Revenues also exceeded expectations. The Board received \$5,051,658.03 and budgeted \$4,058,000.00, an excess of \$993,658.03. One reason for the large surplus was due to a greater number of RNs than anticipated that renewed their licenses during FY 2005 instead of renewing in the first month of renewals which was in FY 2004. Also, there were a greater number of exami-

nation candidates and an increase in disciplinary and non-disciplinary fee/fine collections.

The breakdown of revenues and expenditures for FY 2005 are as follows:

REVENUES:

Licenses and Permits	\$4,099,664.00
Examination Fees	485,280.00
Board Penalties	149,370.00
Miscellaneous Fees	316,985.57
Other	358.46
TOTAL REVENUES	\$5,051,658.03

EXPENDITURES:

Personnel Costs	\$2,286,434.19
Travel Expenses	59,317.55
Operating Expenses	1,075,692.02
Equipment Purchases	151,004.56
TOTAL EXPENDITURES	\$3,572,448.32

Post-Baccalaureate Nursing Education Scholarships

In the past, the Board of Nursing received funds from the Education Trust Fund to award Post-Baccalaureate Nursing Education Scholarships. However, for FY 2005 the legislature did not appropriate any funds thereby eliminating the scholarship program. The Legislature's and Governor's proposed funding bills through FY 2007 do not include funding for the scholarship

program. The lack of funding comes at a time when a significant number of qualified applicants to nursing education programs are denied admission. Lack of qualified faculty is one reason cited by Deans and Program Directors.

Internal Audits

During FY 2005, finance staff conducted internal audits, not only of the fiscal operations, but also of procedural practices. The licensing process audit evaluated each step in the process from receipt of the application and fee to deposit of funds and issuance of a license. Staff also audited the disciplinary/non-disciplinary processes from time of report or complaint to Board action and to ensure the probation/VDAP participant was adhering to the Board order or agreement.

Dishonored Checks

The Board began accepting personal checks for payment of fees and fines in July 2001 based on the legal authority to do so in a legislative action. Due to the number of dishonored checks returned by the financial institutions, a considerable amount of resources was expended to collect the original fees plus mandatory "bad check" fees, to pursue disciplinary action against the licensees, and to have warrants issued for the arrest of the guilty parties through the Montgomery County District Attorney's Worthless Check Unit. As a result of the expenditure of resources for a small percentage of applicants and licensees negotiating a worthless instrument (NWI), the Board changed the regulations specific to personal checks. Current regulations are available on the Board's website at www.abn.state.al.us.

The breakdown of dishonored checks received by the Board during FY 2005 was:

Revenue Type	Number of Bad Checks	Total Amount of Bad Checks	Total Amount of Bad Check Fees	Total Amount Due
Change/Add Collaborating Physician	1	\$30.00	\$30.00	\$60.00
Duplicate Card	3	75.00	90.00	165.00
Examination	1	85.00	30.00	115.00
Examination – TP	6	810.00	180.00	990.00
Initial AP Certification	1	150.00	30.00	180.00
Renewals	27	2,025.00	780.00	2,805.00
Renewals – Late	15	2,625.00	450.00	3,075.00
VDAP Monitoring Fee	2	1,500.00	60.00	1,560.00
Verification of Licensure	1	30.00	30.00	60.00
Verification of Licensure	1	30.00	30.00	60.00
TOTAL	57	\$7,330.00	\$ 1,680.00	\$9,010.00

As of September 30, 2005, of the \$61,153.90 of bad checks and bad check fees since implementation, \$61,065.90 has been collected, leaving a balance due of \$88.00. Four individuals were reported to the Montgomery County District Attorney's Worthless Check Unit for collection.

NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.

The Alabama Board of Nursing is a member of the National Council of State Boards of Nursing, Inc. (NCSBN). Membership in NCSBN provides RN and LPN candidates access to the National Council Licensure Examination (NCLEX®). All states and territories use NCLEX® in combination with other requirements to determine minimal competency for licensure for graduates of nursing education programs.

Board members Dr. Elizabeth Stullenbarger and Dr. Robert Lockwood were elected as dele-

gates to the NCSBN Annual Meeting. The NCSBN Annual Meeting, held in August 2005, provided Board members and staff with an opportunity to discuss issues of mutual concern. Criminal background checks, an advanced practice entry level examination, a delegation statement, and governance of the organization were a few of the items discussed at the Annual Meeting.

Sylvia Homan, MSN, RN, MCSE, served as a member of the Item Review Subcommittee during FY 2005. Patricia LeCroy, MSN, RN, served as a member of the Bylaws Committee. N. Genell Lee, MSN, RN, JD, the Board's Executive Officer, served on the NCSBN Finance Committee and the Governance and Leadership Task Force during FY 2005.

Alabama was represented by other individuals on NCSBN Task Forces and Committees. Jean Ivey, DSN, RN, CRNP served on the RN Continued Competence Panel. Alice Raymond, MSN, RN, was a member of the August 2005 Practical Nurse Item Writing Session. Julie Sanford, MSN, RN, served as an alternate for the August 2005 RN Item Writing Session.

APPENDIX A

FY 2004-2008 STRATEGIC PLAN & ACCOMPLISHMENTS

FY 2004-2008 Strategic Plan

Licensing: Assure that licensing of qualified individuals for the practice of nursing occurs in a timely, technologically-advanced, cost-effective manner to increase the availability of licensees while protecting the public.

PERFORMANCE MEASURES:

- 100% of applicants that are licensed are qualified according to the law.
- 100% of completed applications are accurately processed within established time frames.
- By FY 2008, 95% of licensing applications occur electronically.
- By FY 2008, 95% of official transcripts are submitted electronically.
- By FY 2008, 60% of all licensing transactions occur electronically.

STRATEGIES:

- Place all licensure applications online. *Timeline: FY 2004 and beyond*
The group online license verification subscription service started January 1, 2004. Applications for licensure by examination went online in April 2004. Licensure by endorsement went online in June 2004. Requests for individual license verification became available August 2004. CRNA and CNS initial applications are next. A postcard was sent to remind RNs about online renewal in June 2004. RN license renewal went live August 31, 2004. A report of problems was provided to the Board in November 2004. As of December 30, 2004, approximately 55% of RNs renewed online. Met with Alabama Interactive staff and prioritized online applications, including advanced practice, actively deployed nurses, and CE providers. The LPN renewal online application was available online by September 1, 2005.
- Conduct a compliance audit on a random selection of license applications every quarter. *Timeline: FY 2004-2008*
Ten percent of license applications were randomly selected and audited each quarter. There was 100% compliance with licensing qualified

applicants during FY 2004. Ten percent of license applications were randomly selected and audited for the first quarter of FY 2005. There was one licensure by examination application that was completed in pencil and processed in violation of Board policy. A review of criteria will occur in FY 2005 due to the increasing number of online transactions. Audit criteria were reviewed with staff in the third quarter prior to completion of second quarter audits. The audit of FY 2005 demonstrated that qualified applicants were licensed. There were some processes that were reviewed and changed as a result of audit findings unrelated to qualified applicant licensure.

- Offer receipt of official transcripts electronically. *Timeline: FY 2004 and beyond*
On the agenda for FY 2006.
- Review licensure rules for possible revision. *Timeline: FY 2004*
Accomplished. Board approved final certification of rules in September 2004 and the new licensure chapter became effective November 1, 2004.
- Review Board's position on mutual recognition. *Timeline: FY 2004 and beyond*
Discussed intermittently during FY 2005.
- Implement imaging system. *Timeline: FY 2004*
The imaging system hardware and software has been installed. The conversion of documents resulted in over 3 million paper and microfilm documents being converted to digital images. Some problems with the vendor resulted in delays of implementation. Meetings occurred in December 2004 to establish project timelines and anticipate completion in FY 2005. Templates established and forms being designed. Current closed legal files imaged in February 2005.
- Evaluate imaging system impact on licensing activities. *Timeline: FY 2005 and beyond*
The RN renewal applications started being scanned in January 2005. After establishment of the templates and hiring of a licensing clerk (to fill a vacancy), the process became efficient. LPN renewal applications were scanned as they were processed which made retrieval easier and

more timely. Reinstatement, examination, and endorsement applications are scanned once the process is completed or one year has passed, whichever comes first. Thus, we have both complete and incomplete applications in the imaging system. Each staff member has access to the imaging system from the desktop. Financial records are also scanned.

- In five years, integration of imaging system and licensing functions enable electronic transfer of information. *Timeline: FY 2008*
- In five years, interface with ABME database to verify credentialing for advanced practice nurses in collaborative practice. *Timeline: FY 2008*
- Support legislation related to acceptance of digital certificates. *Timeline: FY 2004 and beyond*
- Using PUSH technology, submit license verifications to other state boards of nursing electronically. *Timeline: Begin with NIC-USA Boards in FY 2005 and expand to other boards in FY 2006.*
IT staff discussed the use of PUSH technology with other Boards who also receive services from NIC-USA at the NCSBN IT conference in Tampa in May, 2005. Due to other issues, this project has been delayed until FY 2006.

Nursing Education Program Approval: Enforce standards and outcomes for nursing education programs in a timely, technologically-advanced, cost-effective manner to assure preparation of qualified candidates for licensure.

PERFORMANCE MEASURES:

- 100% of nursing education programs are monitored for compliance according to established law.
- 100% of non-compliant nursing education programs receive notice of areas of non-compliance with an offer of consultation from Board staff.
- 100% of nursing education programs that do not comply with established standards in the time frame specified by the Board have a hearing as required by law.

STRATEGIES:

- Review annual reports of nursing education programs and provide analysis and information to the Board each January. *Timeline: FY 2004-2008*
All nursing education programs reviewed by the Board at January 2005 meeting. Richard Boyette, Programmer Analyst, started June 13, 2005. ISD Internet Services also contacted to assist with development. Annual report went online in mid-September 2005.
- Send letters of notice of deficiency and visit each program with deficiencies within six months of notice. *Timeline: FY 2004-2008*
Notices of deficiencies were sent to the schools following the January 2005 Board meeting. The Nurse Consultant visited the programs with deficiencies.
- At each deficiency visit, identify tools program is using to identify deficiencies in their curriculum and how the data are used to correct the issue(s). Evaluate that corrective action plan is written and implemented in a timely manner. *Timeline: FY 2005 and beyond*
- Provide the Board with a summary report of each program annually with each standard in the rules identified and indication of whether each standard was met. *Timeline: FY 2005 and beyond*
- Conduct hearings for nursing education programs that fail to comply with outcome standards. *Timeline: FY 2004-2008*
There were no programs scheduled for hearing in FY 2005.
- Review rules for nursing education programs to address distance learning for out of state nursing programs educating Alabama nurses. *Timeline: FY 2004 and beyond*
On agenda for FY 2006.
- Review licensure requirements for mobility and graduate students enrolled in Alabama programs. *Timeline: FY 2004 and beyond*
Amendment to rules approved July 2004 to remove requirement that mobility students be licensed in Alabama. Final certification provided by Board at September 2004 meeting. Changes to education rules become effective November 1, 2004.

- Review licensure requirements for out of state nursing faculty supervising students in Alabama. *Timeline: FY 2004 and beyond*
Reviewed. If practicing nursing in Alabama, license is required.
- Review data collection elements for the nursing education program annual report and use of data to determine effectiveness. *Timeline: FY 2005 and beyond*
- Review and evaluate scope of practice models. *Timeline: FY 2005 and beyond*

Discipline/VDAP: Enforce scope and standards of practice of licensed nurses in Alabama to assure protection of public safety, health and welfare.

PERFORMANCE MEASURES:

- 100% of disciplinary cases are resolved in accordance with the law.
- A majority (greater than 50%) of disciplinary cases are resolved within six months of receipt of initial complaint.
- 100% of VDAP and probation participants are monitored for compliance with Board agreement/order and non-compliance is addressed within established time frames.

STRATEGIES:

- Pursue web-based compliance monitoring. *Timeline: FY 2004 and beyond*
On agenda for FY 2007.
- Analyze the time frames associated with resolution of complaints on a quarterly basis and identify outliers. *Timeline: FY 2004-2008*
FY 2005: Most outliers were pending criminal cases. The majority of cases were resolved within the six month time frame.
- Conduct biannual audits of compliance monitoring to assure that non-compliance is addressed within established time frames. *Timeline: FY 2004-2008*
Compliance audits started in January 2005. The first audit was used as a training tool for the finance personnel who conduct the audits to become familiar with VDAP and Probation.

Criteria for review were established by the Executive Officer. Cases from VDAP and probation were randomly selected and audited. There were identified areas of concern and those issues were addressed with VDAP director and probation monitor.

- Implement addictionologist role and evaluate the impact on the Board functions. *Timeline: FY 2004 and beyond*

Dr. Sandra Frazier applied and was interviewed on February 7, 2005. Dr. Frazier started with the Board March 9, 2005. Activities were identified and Dr. Frazier's focus has been the evaluation of Board-recognized chemical dependency providers. Materials were provided at the August Work Session. Recommendations were made regarding changes to rules as well as shells. The Board made some of the recommended changes and additional providers were added to the list of Board-recognized providers

- Provide a list of priorities for Board to determine approach to addiction. *Timeline: FY 2005 and beyond*
- Review disciplinary shells and VDAP agreement to determine appropriateness of stipulations related to chemical dependency or substance abuse. *Timeline: FY 2005 and beyond*

Dr. Frazier reviewed stipulations and presented recommendations at the August Work Session. Proposed changes were voted on at the September Board meeting and implemented by staff.

- Evaluate changes in rules for violations and fines to determine impact. *Timeline: FY 2004 and beyond*
Staff Guidelines for Recommending Levying of Fines approved at November 2004 Board meeting. Reviewed and approved at May 2005 Board meeting following a Board member request to review again.

- Address physical and mental impairment of applicants and licensees. *Timeline: FY 2005 and beyond*
- Evaluate issues related to VDAP. *Timeline: FY 2005 and beyond*
Initial identification of issues provided to the Board by Mary Ed Davis, Director of VDAP, at the April Work Session. Board added strategy

to strategic plan in May 2005. Proposed rule changes approved in September.

Practice: Develops, implements, and enforces standards of nursing practice.

PERFORMANCE MEASURES:

- 100% standardized procedures annual reports are reviewed, analyzed, and evaluated.

STRATEGIES:

- Collect standardized procedures annual reports from health care employers. *Timeline: FY 2004*
- Revise standardized procedures annual report forms. *Timeline: FY 2005-2008*
- Communicate standardized procedures to schools of nursing to influence congruence between practice and education. *Timeline: FY 2005 and beyond*
- Monitor the evolving practice of nursing as demonstrated by the standardized procedures reports. *Timeline: FY 2004 and beyond*
- Evaluate requests related to community-based care. *Timeline: FY 2004 and beyond*
Alabama Department of Public Health requested change in regulations to allow delegation of assistance with medications by public health nurses to Disease Intervention Specialists (DIS). Letter sent to Dr. Williamson, State Health Officer, requesting more information. Requests from Alabama Department of Mental Health and Assisted Living Association of Alabama occurred. Proposed rules for ADPH and ADMH approved in September 2005.
- Analyze increasing complaints/violations related to substandard practice. *FY 2005 and beyond*

Advanced Practice: Enforces laws specific to advanced practice nursing.

PERFORMANCE MEASURES:

- 100% applicants for advanced practice are approved only if qualified in compliance with the law.

- Joint committee meets once per year for statutory compliance. *Timeline: FY 2008*

STRATEGIES:

- Conduct quarterly audits of sample of advanced practice approvals to assure compliance with law. *Timeline: FY 2004-2008*
Advanced practice approvals revealed 100% compliance in FY 2005s.
- Streamline processing of advanced practice applications. *Timeline: FY 2004*
- Continue to participate in discussions related to reimbursement for advanced practice. *Timeline: FY 2004 and beyond*
CPT code manual and electronic format ordered for Board staff to use in review. Review ongoing. Over 600 codes sent to Blue Cross Blue Shield. Still need to do diagnostic testing CPT codes. Advanced Practice Advisory Council to be initiated in FY 2005 with a focus on diagnostic CPT codes.
- Standardize model practice protocols for advanced practice nurses in collaborative practice. *Timeline: FY 2004 and beyond*
No action in FY 2004 due to Nurse Practitioner Task Force activities. Anticipate Advanced Practice Advisory Council beginning in FY 2006 to address model practice protocols.
- Investigate study of consumers' perceptions of advanced practice nurses. *Timeline: FY 2005 and beyond*
Dr. Jean Lazarus returned to the Board as a retired state employee and she is assigned this strategy.
- Participate in activities or discussions related to access to care. *Timeline: FY 2005 and beyond*
Executive Officer volunteered to work with Alabama Quality Assurance Foundation on issues related to access to care during FY 2005.
- Evaluate evolving roles of advanced practice nurses. *Timeline: FY 2004 and beyond*
Board members have had some discussion about the CNS and the new AACN clinical nurse leader role. Will continue to evaluate.

- Convene Advanced Practice Advisory Council-Collaborative practice to address model practice protocols and reimbursement issues. *Timeline: FY 2005*

The activities of the Nurse Practitioner Task Force led to a decision not to convene the AP Advisory Council for collaborative practice. Board reviewed concepts at April 2005 Work Session. Membership reviewed at March Board meeting.

Continuing Education: Enforce the standards and outcomes established for mandatory continuing education of licensees.

PERFORMANCE MEASURES:

- 100% of applicants for licensure have continuing education evaluated for compliance with the law.
- 100% of licensees and providers selected for audit are audited in compliance with the law.

STRATEGIES:

- Implement Board-approved continuing education plan. *Timeline: FY 2004-2008*
Progress continues in implementation of CE plan. Report of progress for each item on the CE Report for each Board meeting.
- Implement electronic reporting of attended CE from Board-approved providers. *Timeline: FY 2005 and beyond.*
Ten CE providers (including the Board's provider unit) were selected for Beta testing of the electronic process. Representatives from providers met with Board staff May 26, 2005 to begin beta testing process. Evaluation forms provided as well as contact information. System to collect questions and responses in progress. Some providers submitted data and Board staff is working on addressing the processing of the information. Beta sites are: Alabama Department of Public Health, Mobile Fire and Rescue Department, Diversified Nursing Services, Inc., Northeast Alabama Regional Medical Center, The Children's Hospital, Russell Medical Center, NurCE (Samford University), Medical Center East, St. Clair Regional Hospital, and ABN. Providers either volunteered or were requested to participate so that various types of providers would be included in the Beta testing. Bid awarded for card readers. Training sessions scheduled.

Center for Nursing: The mission of the Alabama Center for Nursing is to collect, analyze, and disseminate nursing workforce information.

PERFORMANCE MEASURES:

- The Center for Nursing collects, analyzes, and disseminates workforce information. *Timeline: FY 2004 and beyond*
- A state plan is developed and implemented for nursing workforce issues. *FY 2005 and beyond*

STRATEGIES:

- Implement Center for Nursing Advisory Council to identify sources of data, types of data, and review potential data elements that require collection. *Timeline: FY 2004 and beyond*
New position approved by State Personnel Board March 2004. Requested that register be established. Met with State Personnel in June 2004. Position posted on September 8, 2004. There were no qualified applicants. Letter sent to Director of State Personnel requesting an increase in the salary range. Applicant for position interviewed in February 2005. Dr. Gay Allen started March 20, 2005.
- Develop state plan for nursing workforce issues. *Timeline: FY 2005*
Anticipate plan can not be developed until FY 2006 due to orientation of Dr. Allen.
- Implement state plan for nursing workforce issues. *Timeline: FY 2006 and beyond*
- Collaborate with other agencies involved in workforce issues. *Timeline: FY 2004 and beyond*
Executive Officer met with various regional hospital councils and discussed the shortage, activities for recruitment, and what the Board intended to do. Met with Department of Workforce Planning February 22, 2005. Contacts identified for Dr. Allen and networking started during summer 2005.

Governance: Assure that governance supports the mission, values, vision, and legal mandate of the Alabama Board of Nursing.

FISCAL ACCOUNTABILITY

PERFORMANCE MEASURES:

- 100% of financial reports are accurate.
- 100% of Board members and staff comply with financial standards.

STRATEGIES:

- Provide annual education to Board members and staff regarding financial standards. *Timeline: FY 2004 and beyond*
Fiscal policies and standards were reviewed at the January 2004 Board meeting. Financial standards related to the audit were discussed at the May 2005 Board meeting.
- Identify and address any outliers associated with Board members and staff compliance with financial standards. *Timeline: FY 2004-2006*
Outliers identified by auditor. Expect findings in legal and financial compliance audit, particularly related to travel and theft of funds. Audit not received as of December 30, 2004. Met with auditor in January 2005 to review findings. Audit report received and discussed on May 2005 Board agenda.
- Evaluate fees and fines on an annual basis and evaluate expenditures and revenues for each program activity. *Timeline: FY 2004 and beyond*
Fee changes provided to Board in changes in licensure rules and the changes become effective January 1, 2005. Expenditures and revenues for each program activity continue to be evaluated. Fees approved without changes at September 2005 Board meeting.
- Identify and capture external sources of funding for Board projects. *Timeline: FY 2004 and beyond*
No external sources of funding sought during FY 2005.

EVIDENCE-BASED DECISION MAKING

PERFORMANCE MEASURES:

- 100% of Board and staff decisions are based on evidence, information, and analysis of data.

STRATEGIES:

- Continue to implement the APPLE model for evaluation of rules and other applicable Board decisions and actions. *Timeline: FY 2004 and beyond*
APPLE analysis provided for proposed regulations during FY 2005.
- Develop and implement research plan. *Timeline: FY 2004-2008*
Dr. Jean Lazarus is returning to the Board in a retired state employee role to finish writing up her research related to consumers' perception of competence and serve as a resource.

PUBLIC ACCOUNTABILITY

PERFORMANCE MEASURES:

- 100% of Board decisions are posted to the Board's web site and included in the Board's annual reports and newsletters.

STRATEGIES:

- Information about group online license verification subscription services is sent to Alabama health care facilities. *Timeline: FY 2004 and beyond*
As of December 30, 2004, there were 175 subscribers. As of February 28, 2005, there were 183 subscribers. JCAHO sent a letter requesting approval of the group online license verification subscription service as meeting new standards that go into effect in summer 2005. As we answer surveys about our license verification process, we include information about the online subscription service.
- Post disciplinary action to Board web site within two weeks of Board action. *Timeline: FY 2004-2008*
November 2004 discipline was posted at three weeks due to impact of renewal and staff time to post the information. January 2005 discipline posted within the two week time frame. May 2005 discipline posted at three weeks due to volume of disciplinary cases and staff vaca-

tion. Strategy met during FY 2005 except for November and May when it was one week late.

- Investigate alternative mechanisms for communicating Board decisions. *Timeline: FY 2004*
FY 2004 Annual Report published and mailed to each licensee, other Boards of Nursing, NCSBN, and provided to the Governor as required by law. Programmer adding new information to web site as it occurs.

- Prepare for FY 2004-2005 Sunset Review by the Alabama legislature. *Timeline: FY 2004-2005.*
HB 288 introduced in 2005 regular legislative session continuing the Board. Passed out of House Boards and Commissions Committee with a favorable report February 16, 2005. Passed by Senate March 16, 2005. Signed by the Governor and Board continued for four more years.

APPENDIX B:

FY 2005

BOARD ACTIONS

FY 2005 BOARD ACTIONS

BOARD

November 2004

- Established Board meeting dates and work session dates for calendar year 2005.
- Determined to proceed with 7th Annual Summit
- Approved nomination of Dr. Jean Mann Lazarus and Dr. Elaine Klein to the Alabama Nursing Hall of Fame.
- Approved changes to strategic plan.
- Elected Peggy Benson as President for calendar year 2005; Dr. Elaine Klein as Vice President; and Dr. Debra Davis as Secretary.

January 2005

- Dr. Elaine Klein assumed position as President as Governor's appointments not yet occurred.
- Dr. Klein appointed Jeanne Sewell to position of Vice-President with affirmation by the Board.

March 2005

- Approved April Strategic Planning Agenda.

May 2005

- Reviewed legal compliance audit including financial standards.
- Changed October work session date from October 20 to October 27.
- Changed Seventh Annual Summit date from October 21 to October 28.
- Added "Innovation" to values statements.
- Approved revised FY 2004-2008 strategic plan.

July 2005

- Approved agenda and list of invitees for Seventh Annual Summit.
- Approved addition of "Imposters" to the Board's web site.

September 2005

- Established Board member compensation at \$125.00 per day for FY 2006.
- Evaluated Executive Officer and approved 5% merit increase.

ADMINISTRATION

January 2005

- Approved Temporary Attorney III Position.
- Approved Programmer Analyst Position.

May 2005

- Approved revised authority organizational chart.
- Approved revised functional organizational chart.
- Approved RSA lease agreement for 2005-2010.

July 2005

- Approved addition of nurse consultant position for legal division.

September 2005

- Reaffirmed fee schedule.
- Approved additional office space on 4th floor in RSA Plaza.
- Approved FY 2007 Budget.

ADVANCED PRACTICE

January 2005

- Directed the staff to bring guidelines for initial advanced practice approval with an encumbered license.

March 2005

- Denied petition for waiver of educational requirements for applicant Martha Pierce.
- Approved advisory council.
- Deferred action on proposed rules from BME.

May 2005

- Approved amendments to Chapter 610-X-5, Advanced Practice-Collaborative Practice.

July 2005

- Denied petition for waiver of educational requirements for applicant Gwendolyn Ledger.

September 2005

- Approved FNP insertion of IUD and pipelle biopsy.
- Approved nasal cauterization with silver nitrate/anterior packing
- Approved sphenopalatine ganglion block: transnasal approach

- Appointed Diana Dowdy, CNM, RN as mid-wife representative to Joint Committee.

CENTER FOR NURSING CONTINUING EDUCATION

July 2005

- Approved amendments to Rule 610-X-2-.10, Definitions, Continuing Education.
- Approved amendments to Chapter 610-X-10, Continuing Education for Licensure.

EDUCATION

January 2005

- Approved Notice of Deficiency to Wallace State Community College-Hanceville ADN Program and University of Alabama in Huntsville BSN Program for failure to meet NCLEX outcome standard of 75% for first-time writers with correction by September 30, 2007.
- Approved continued Notice of Deficiency to Tuskegee University BSN Program for failure to meet NCLEX outcome standard of 75% for first-time writers.
- Approved Notice of Deficiency to Oakwood College ADN program for failure to meet the NCLEX outcome standard of 75% for first-time writers. No improvement date given as school is officially closed and all graduates have taken NCLEX.
- Approved Notice of Deficiency to Gadsden State Community College PN Program for failure to meet standards with immediate correction expected.
- Approved continued Notice of Deficiency to Drake State Technical College for failure to meet NCLEX outcome standard of 75% for first-time writers with expected date of correction September 30, 2005.
- Approved Notice of Deficiency to Alabama Southern Community College PN program for failure to meet NCLEX outcome standard of 75% for first-time writers with expected date of correction September 30, 2006.
- Approved Notice of Compliance to remaining RN and PN programs who met standards established in ABN Administrative Code, Chapter 610-X-3.

March 2005

- Approved Faulkner State Community College PN Program.

May 2005

- Approved notice of correction of deficiencies to Gadsden State Community College.

LEGAL

November 2004

- Approved revisions to consent order shells.
- Approved Staff Guidelines for Informal Disposition of Applications/Disciplinary Cases.
- Approved revised Staff Guidelines for Recommending Levying of Administrative Fines.
- Approved revisions to application for reinstatement of a revoked license.

May 2005

- Approved amendments to Chapter 610-X-8, Disciplinary Actions.
- Approved amendments to Rule 610-X-2-.08, Definitions, Disciplinary Action

September 2005

- Approved changes to Disciplinary and VDAP shells.
- Approved amendments to ABN Administrative Code, Chapter 610-X-13, Voluntary Disciplinary Alternative Program.
- Determined not to include chemical dependency evaluations for licensees who are offered an illegal/illicit Order/Agreement.

LICENSING

POST BACCALAUREATE SCHOLARSHIPS

There was no money appropriated for post-baccalaureate scholarships in FY 2005.

PRACTICE

November 2004

- Letter to BME to clarify practice of medicine for Botox and collagen fillers
- Denied request for standardized procedure from Phenix City Health Care for wound debridement by LPN because of inadequate supervision.
- Approved standardized procedure to allow LPNs to independently perform patient ratings using the functional independence measures scale at HealthSouth Rehabilitation Hospital in Montgomery.
- Repealed existing ABN Administrative Code, Rule 610-X-6-.11 and approved new rule.

January 2005

- Rescinded March 2004 Statement on Botox and Collagen.

March 2005

- Approved letter to Dr. Don Williamson, State Health Officer, regarding TB programs.
- Affirmed ABN Administrative Code, Chapter 610-X-6, Standards of Nursing Practice.
- Elected to retain existing ABN Administrative Code, Rule 610-X-6-.11, Limitations on Intravenous Therapy by Licensed Practical Nurses.

May 2005

- Approved declaratory ruling related to OSHA standards, assessment, and scope of practice.
- Approved standardized procedure from Baptist Medical Center-Montclair for RNs to use modified seldinger technique for peripheral insertion of central catheters (PICC).

July 2005

- Denied standardized procedure request for RNs to infiltrate lidocaine for liposuction.
- Directed EO to bring proposed rules for delegation of assistance with medications for ADPH TB program and ADMH to September Board meeting.

September 2005

- Approved Standardized Procedure Request: Suturing Arterial Sheaths, Helen Keller Hospital
- Approved new rules, ABN Administrative Code, Rule 610-X-6-.14, ADPH Tuberculosis Program
- Approved new rules, ABN Administrative Code, Rule 610-X-6-.15, ADMH Community Residential Programs

NATIONAL COUNCIL OF STATE BOARDS OF NURSING, INC.

May 2005

- Elected Dr. Stullenbarger and Dr. Lockwood as delegates to 2005 Annual Meeting.
- Elected Ms. Sewell and Dr. Klein as alternate delegates to 2005 Annual Meeting.

September 2005

- Denied request to participate in Commitment to Ongoing Regulatory Excellence (CORE) project due to survey tools not congruent with stated mission.

RESEARCH

November 2004

- Approved request from Dr. Ethel Avery to provide name and address labels for LPN workforce research and one contact hour for participation with stipulation that findings be presented to the Board and the Board is recognized for collaborating on research.

APPENDIX C:

FY 2005

LICENSE

VERIFICATIONS

FY 2005 LICENSE VERIFICATIONS

Sent to:	Resident of Alabama	Non-Resident	Total Verifications
Non-Board	1,545	306	1,851
Alaska	3	1	4
Arizona	18	3	21
Arkansas	4		4
California	208	10	218
Colorado	18	6	24
Connecticut	18	8	26
Delaware	2	1	3
District of Columbia	9	4	13
Florida	200	39	239
Georgia	225	71	296
Hawaii	15	2	17
Idaho	1		1
Illinois	16	6	22
Indiana	10	11	21
Iowa	1		1
Kansas	2	1	3
Kentucky	23	4	27
Louisiana	48	7	55
Maine	9		9
Maryland	18	6	24
Massachusetts	14	12	26
Michigan	8	15	23
Minnesota	4		4
Mississippi	142	27	169
Missouri	64	8	72
Montana	3	11	14
Nebraska	2		2
Nevada	35	1	36
New Hampshire	4	1	5
New Jersey	18	23	41
New Mexico	10	2	12
New York	76	10	86
North Carolina	53	6	59
North Dakota	1		1
Ohio	18	4	22
Oklahoma	5	1	6
Oregon	11	2	13
Pennsylvania	10	1	11
Rhode Island	15	4	19
South Carolina	27	5	32
South Dakota		1	1
Tennessee	145	25	170
Texas	43	32	75
Utah	4	1	5
Vermont	5	4	9
Virginia	20	4	24
Washington	14	1	15
West Virginia	3		3
Wisconsin	3	8	11
Wyoming	2		2
Total:	3,152	695	3,847
Non-Board	<1,585>	<306>	<1,851>
Boards	1,567	389	1,996

APPENDIX D:

**FY 2005
NURSING
POPULATION**

2005 ANNUAL REPORT

REGISTERED NURSES LICENSED IN ALABAMA 1993-2005

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Employed, Nursing	26,855	28,186	29,626	29,863	32,910	33,510	34,047	33,801	34,088	35,966	36,138	37,989	38,427
Full Time	23,151	24,366	24,832	24,994	27,838	28,256	28,381	28,149	28,737	29,651	29,766	31,185	31,580
Part-Time	3,704	3,820	4,794	4,869	5,072	5,254	5,666	5,652	5,351	6,315	6,372	6,804	6,847
Employed, Non-Nursing	721	772	1,013	1,799	1,380	982	579	797	589	37	62	377	662
Not Employed	1,398	1,783	1,587	1,497	1,287	1,584	1,641	3,032	1,539	571	1,519	1,678	1,651
Student*						306	148		174	206	217	250	204
Retired*						258	240		174	677	682	850	811
No Response	1,727	4,406	3,418	937	482	4,437	318	5,285	8,038	2,878	4,319	4,077	418
Located in Alabama	30,701	35,147	36,427	34,096	36,059	41,077	40,473	42,915	44,610	40,335	42,937	45,221	42,173
Located out of state	3,211	4,551	4,104	3,595	2,779	4,934	3,822	6,118	3,541	3,182	3,909	4,882	3,377
TOTAL	33,912	39,698	40,531	37,691	38,838	46,011	44,295	49,033	48,151	43,517	46,846	50,103	45,550

2005 ANNUAL REPORT

PRACTICAL NURSES LICENSED IN ALABAMA 1993-2005

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Employed, Nursing	13,768	14,019	14,274	14,412	14,630	15,232	14,610	13,773	14,217	12,105	13,123	13,238	14,684
Full Time	11,762	12,137	12,231	12,330	12,553	12,916	12,465	12,214	12,570	10,860	11,446	11,538	12,630
Part-Time	2,006	1,882	2,043	2,082	2,077	2,316	2,145	1,559	1,647	1,245	1,677	1,700	2,054
Employed, Non-Nursing	520	478	357	628	650	368	374	797	536	461	38	48	321
Not Employed	1,280	1,198	773	836	948	729	783	1,746	693	571	551	579	693
Student*						129	108		155	74	132	132	191
Retired*						140	142		160	104	203	206	301
No Response	1,669	1,459	788	134	124	1,343	1,952	953	2,307	2,954	854	2,308	
Located in Alabama	17,237	17,154	16,453	16,010	16,352	17,045	17,969	17,251	18,073	16,269	14,901	16,511	16,190
Located out of state	1,343	909	695	709	809	926	1,195	1,055	1,078	813	547	748	723
TOTAL	18,580	18,063	17,148	16,719	17,161	17,971	19,164	18,306	19,151	17,082	15,448	17,259	16,913

POPULATION BY AGE							
Age Group	LPN	RN	CNM	CNS	CRNA	CRNP	Total
Under 21	3	2					5
21-35	3,984	11,577		7	169	121	15,858
36-45	4,247	12,795	3	17	318	207	18,275
46-60	6,016	19,367	14	101	729	380	26,607
Over 60	1,465	3,738	1	16	172	28	5,420
TOTAL	15,715	47,479	18	141	1,388	736	65,477

LPNs: 26.70% of total nursing population

RNs: 69.85% of total nursing population

CNM: 0.02% of total nursing population

CNS: 0.20% of total nursing population

CRNA: 2.05% of total nursing population

CRNP: 1.15% of total nursing population

HIGHEST DEGREE OF NURSING POPULATION							
Degree	LPN	RN	CNM	CNS	CRNA	CRNP	TOTAL
Certificate	5,600	434			42		6,076
Diploma	8,451	3,592	1	1	152	11	12,208
Associate-Nursing	163	21,696	2		105	5	21,971
Associate-Other	647	107			4		758
Bachelor's-Nursing	28	14,276	3	11	366	24	14,708
Bachelor's-Other	49	923			133	1	1,106
Master's-Nursing	3	2,746	8	113	290	666	3,826
Master's-Other	14	774	2	3	260	8	1,061
Doctorate-Nursing		159	1	6	10	13	189
Doctorate-Other	1	168	1	6	6	4	186
No Response	578	334			10	4	926
Unknown	181	2,270		1	10		2,462

PRIMARY AREAS OF PRACTICE							
Practice Area	LPN	RN	CNM	CNS	CRNA	CRNP	Total
Anesthesia	4						4
Community/Public Health	705	1,515		3		27	2,250
Critical Care	175	4,816		23	8	31	5,053
Emergency	227	2,654		1	1	25	2,908
Family		3					3
Geriatric	5,534	2,493		7	2	22	8,058
Home Health	628	2,049				2	2,679
Medical/Surgical	2,159	6,463		20	27	41	8,710
Neonatal	85	1,164		2	1	48	1,300
OB/GYN	600	2,716	17	3	12	67	3,415
Occupational Health	128	400				15	543
Oncology	131	913		7		19	1,070
Pediatric	599	1,833		6	26	100	2,564
Post Anesthesia	16	956			6		978
Primary Care	1	512		1	2	155	671
Psych/Mental Health	573	1,500		47		19	2,139
Research	52	317		2		5	376
Surgery	349	3,108		2	688	9	4,156
Utilization Review/QA/ Infection Control	114	918		3		2	1,037
Women's Health						1	1
Other	2,828	7,977	1	12	563	143	11,524
No Response	496	1,137			20	5	1,658

PRIMARY POSITION							
Primary Position	LPN	RN	CNM	CNS	CRNA	CRNP	TOTAL
Case Manager	132	2,132		7	1	7	2,279
Charge Nurse	3,243						3,243
Educator	111	1,317		24	6	26	1,484
Nurse Faculty	32	710		13	6	23	784
Nurse Manager	138	3,608		13	15	18	3,792
Nursing Administrator	84	1,427	1	8	4	18	1,542
Staff Nurse	8,041	26,486		12	214	24	34,777
Support Position/QA/ Infection Control	256	846		2	2	2	1,108
Other	2,604	5,107	17	60	1,054	609	9,487
Unknown	546	5,137		2	63	3	5,751

PLACE OF EMPLOYMENT OF NURSING POPULATION							
Where Employed	LPN	RN	CNM	CNS	CRNA	CRNP	TOTAL
Assisted Living	544	160					704
Correctional Facility/Jail	338						338
Doctor's Office	2,222	2,037	3	2	11	216	4,491
Government Agency	240	745		10	10	34	1,039
Home Health Agency	622	1,955		1	4	3	2,585
Hospice	378	1,418			26	2	1,824
Hospital	3,479	24,723	7	71	1,114	205	29,599
Insurance/Drug Company	46	529					575
Nursing Home	4,682	1,754		2	1	10	6,449
Outpatient Center	514	2,168	1	12	105	112	2,913
Private Practice	155	237	3	10	9	40	454
Public Health Department	73	682	2			20	777
Research Center	39	150		2		3	194
Sales	18						18
School K-12	429	714		7		7	1,157
School/College of Nursing	37	801		16	9	39	902
Unknown	546	5,137		2	63	4	5,752
No Response	166	289			10	6	471
Not Applicable	412	1,607		1	13	3	2,036

ETHNICITY OF ALABAMA NURSING POPULATION

Ethnicity	LPN	RN	CNM	CNS	CRNA	CRNP	Total
African American	4,928	5,913	1	18	43	69	10,972
Asian	35	365			7	1	408
Caucasian	9,573	34,458	14	110	1,191	618	45,964
Hispanic	54	185			11	1	251
Native American	122	223		1	13	2	361
No Response	547	2,159	2	9	75	39	2,831
Other	94	290	1	1	11	2	399
Unknown	338	3,825		2	34		4,199
TOTAL	15,691	47,418	18	141	1,385	732	65,385

PERCENTAGE OF TOTAL POPULATION

Ethnicity	LPN	RN	CNM	CNS	CRNA	CRNP	Total
African American	31%	12.46%	5.5%	12.76%	3.1%	9.42%	16.78%
Asian	0.22%	0.76%	0%	0%	0.50%	0.13%	0.62%
Caucasian	61%	72.6%	77.7%	78%	85.9%	84.4%	70%
Hispanic	0.34%	0.39%	0%	0%	0.79%	0.13%	0.38%
Native American	0.77%	0.47%	0%	0.70%	0.93%	0.27%	0.55%
No Response	3.48%	4.55%	11.1%	6.38%	5.41%	5.32%	4.3%
Other	0.59%	0.61%	5.5%	0.70%	0.79%	0.27%	0.61%
Unknown	2.15%	8.06%	0%	1.41%	2.45%	0%	6.42%
TOTAL	99.55%	99.8%	99.8%	99.95%	99.87%	99.94%	99.66%

APPENDIX E:

**NURSING
EDUCATION
PROGRAMS**

Approved Registered Nursing Programs					
Name of School/ Director of Program	Contact Information	Type of Program	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
ALABAMA SOUTHERN COMMUNITY COLLEGE Brenda Rigsby, Director of Nursing & Allied Health	P.O. Box 2000 Hwy 21 S Monroeville 36461 251-575-3156 ext. 238	AND	5 100.0	12 100.0	14 85.7
AUBURN UNIVERSITY Dr. Barbara Witt, Dean	107 Miller Hall Auburn 36849 334-844-5665	BSN	68 92.6	77 88.3	66 87.9
AUBURN UNIVERSITY- MONTGOMERY Dr. Barbara Witt, Dean	P.O. Box 244023 Montgomery 36124-4023 334-244-3658	BSN	26 96.2	43 90.7	44 97.7
BEVILL STATE COMMUNITY COLLEGE Penne Mott, Division Chair of Nursing	1411 Indiana Avenue Jasper, AL 35501 800-648-3271 ext. 5763	AND	62 88.7	104 97.1	153 91.5
BISHOP STATE COMMUNITY COLLEGE Barbara Powe, Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile 36603 251-405-4497	AND	86 69.8*	20 95.0	23 100
JOHN C. CALHOUN STATE COMMUNITY COLLEGE Jan Peek, Chairperson Department of Nursing	P.O. 2216 Decatur 35609-2216 256-306-2795	AND	1 87.9	92 82.6	114 78.9*
CENTRAL ALABAMA COMMUNITY COLLEGE Coosa Valley School of Nursing, Dr. Melenie Bolton, Provost, Director of Nursing	P.O. Box 389 Childersburg 35044 256-378-5576 ext. 6581	AND	27 88.9	47 80.9	37 97.3
CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Dixie Peterson, Division Chair, Health Sciences	2602 College Drive Phenix City 36869 334-291-4925	AND	37 81.1	32 75.0	51 72.5*

Approved Registered Nursing Programs (continued)					
Name of School/ Director of Program	Contact Information	Type of Program	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
FAULKNER STATE COMMUNITY COLLEGE Jean Graham, Director of Nursing and Allied Health	1900 US Hwy 31, S Bay Minette 36507 251-580-2293	AND	NA – New Program	NA – New Program	19 100.0
GADSDEN STATE COMMUNITY COLLEGE Brenda Holman, Chair	P.O. Box 227 Gadsden, AL 35902-0227 256-549-8320	AND	53 96.2	45 97.8	62 100.0
JACKSONVILLE STATE UNIVERSITY Lurleen B. Wallace College of Nursing Dr. Sarah Latham, Dean	700 Pelham Road North Jacksonville 36265-9982 256-782-5428	BSN	70 88.6	72 84.7	73 80.8
JEFFERSON DAVIS COMMUNITY COLLEGE Ann Mantel, Director of Nursing	P.O. Box 958 Brewton 36427-0958 251-809-1600 or 1601	AND	70 78.6	65 94.4	90 87.8
JEFFERSON STATE COMMUNITY COLLEGE Anita Norton, Interim Director of Nursing and Allied Health	2601 Carson Road Birmingham AL 35215 205-856-7940	AND	71 87.3	43 97.7	85 95.3
LAWSON STATE COMMUNITY COLLEGE Dr. Shelia Marable, Chairperson Dept. of Health Professions	3060 Wilson Road Birmingham 35221 205-929-6437	AND	23 100.0	25 92.0	22 100.0
LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS Monica Cauley, Chair Health Sciences	P.O. Drawer 910 Opp, AL 36467 334-493-3573 ext. 275	ADN Mobility	NA – New Program	NA – New Program	27 44.4*

Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Contact Information	Type of Program	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
NORTHEAST ALABAMA COMMUNITY COLLEGE Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville 35986 256-228-6001 ext. 316	AND	42 92.9	34 97.1	39 94.9
NORTHWEST SHOALS COMMUNITY COLLEGE Sheila Smith, Director of ADN Program	2080 College Road Phil Campbell 35581 256-331-6237	AND	78 85.9	86 77.9	86 81.4
OAKWOOD COLLEGE Dr. Carol Allen, Chairperson Dept. of Nursing	7000 Adventist Blvd. Huntsville 35896 256-726-7287	ADN BSN	3 100.0 New Program	6 66.7* New Program	2 50.0* 3 100.0
SAMFORD UNIVERSITY Ida V. Moffett School of Nursing Dr. Nena Sanders, Dean	800 Lakeshore Drive Birmingham 35229 205-726-2861	BSN	45 91.1	49 83.7	44 88.6
SHELTON STATE COMMUNITY COLLEGE Gladys Hill, Dean of Nursing and Allied Health	9500 Old Greensboro Road Tuscaloosa 35405 205-391-2457	AND	47 95.7	51 94.1	43 100.0
SNEAD STATE COMMUNITY COLLEGE Dianne Watts, Director of Health Sciences	P.O. Box 734 Boaz, AL 35957-0734 256-840-4185	AND	NA – New Program	NA – New Program	NA - New Program
SOUTHERN UNION STATE COMMUNITY COLLEGE Rhonda Davis, Chair Dept. of Nursing	1701 LaFayette Pkwy. Opelika 36801 334-745-6437 ext. 5510	AND	69 84.1	114 80.7	131 87.8

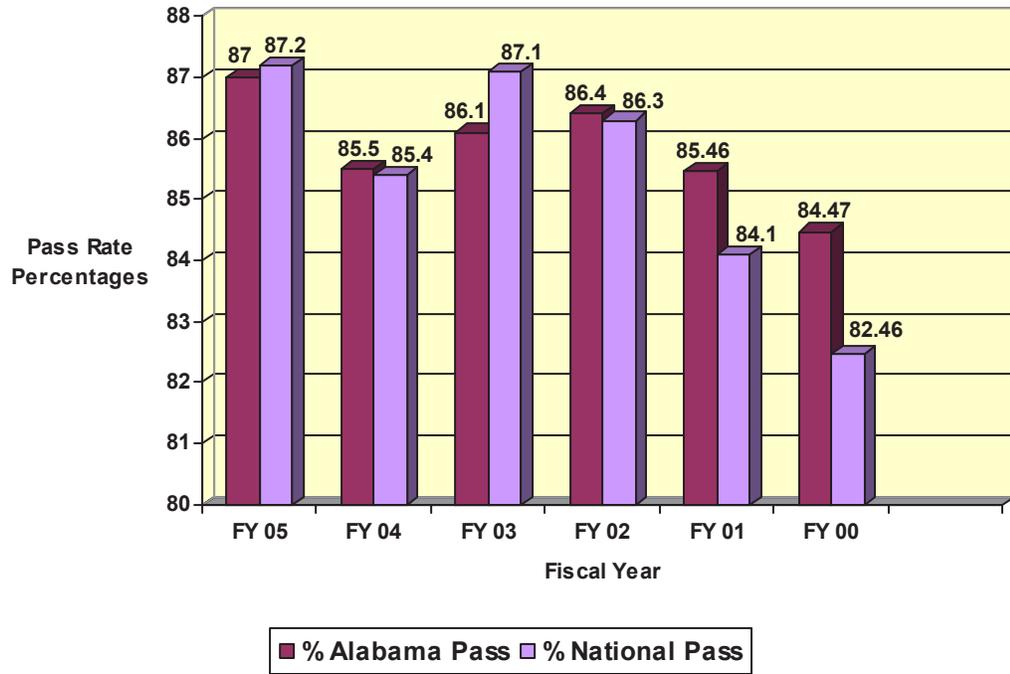
Approved Registered Nursing Programs (continued)					
Name of School/ Director of Program	Contact Information	Type of Program	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
SPRING HILL COLLEGE Dr. Carol Harrison, Chair Division of Nursing	4000 Dauphin Street Mobile 36608 251-380-4490	BSN	11 100.0	18 94.4	12 100.0
TROY UNIVERSITY- TROY Dr. Bernita Hamilton, Director School of Nursing	Collegeview Boulevard Troy 36082 334-670-3428	BSN	27 88.9	23 95.7	30 86.7
TROY UNIVERSITY- MONTGOMERY Dr. Donna Bedsole, Director, ASN Program	340 Montgomery Street Montgomery 36104 334-834-2320	AND	33 90.9	27 96.3	45 91.1
TUSKEGEE UNIVERSITY Dr. Doris Holeman, Associate Dean/Director	Basil O'Connor Hall Tuskegee 36088 334-727-8382	BSN	5 40.0*	11 54.5*	13 69.2*
UNIVERSITY OF ALABAMA Capstone College of Nursing Dr. Sara E. Barger, Dean	P.O. Box 870358 Tuscaloosa 35487-0358 205-348-6639	BSN	57 93.0	72 88.9	80 95.0
UNIVERSITY OF ALABAMA AT BIRMINGHAM Dr. Rachel Booth, Dean	UAB Station 1701 University Blvd. Birmingham 35294-7210 205-934-5428	BSN	79 86.1	98 84.7	147 88.4
UNIVERSITY OF ALABAMA IN HUNTSVILLE Dr. Fay Raines, Dean	301 Sparkman Drive Huntsville 35899 256-824-6345	BSN	79 92.4	93 69.9*	99 82.8
UNIVERSITY OF MOBILE Dr. Elizabeth Flanagan, Dean School of Nursing	P.O. Box 13220 Mobile 36663-0220 251-675-5990 ext. 253	BSN AND	15 100.0 80 57.5*	14 85.7 63 79.4	20 90.0 57 78.9*
UNIVERSITY OF NORTH ALABAMA Dr. Birdie Irene Bailey, Dean College of Nursing and Allied Health	University Box 5054 Florence 35632-0001 256-765-4311	BSN	50 90.0	69 82.6	52 94.2

Approved Registered Nursing Programs (continued)

Name of School/ Director of Program	Contact Information	Type of Program	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
UNIVERSITY OF SOUTH ALABAMA Dr. Debra Davis, Dean	USA Springhill Avenue Mobile 36688-0002 251-434-3410	BSN	99 89.9	136 94.9	179 92.2
UNIVERSITY OF WEST ALABAMA Ida D. Pruitt Division of Nursing Sylvia Homan, Chairperson	Station 28 Livingston 35470 205-652-3517	AND	19 100.0	36 91.7	32 84.4
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN Jackie Spivey, Director ADN Program	1141 Wallace Drive Dothan 36303 334-983-3521 ext. 407	AND	72 76.4	69 76.8	96 89.6
GEORGE C. WALLACE STATE COMMUNITY COLLEGE- HANCEVILLE Dr. Denise Elliott, Director, Department of Nursing	P.O. Box 2000 Hanceville 35077-2000 256-352-8198	AND	115 81.7	183 74.3*	221 73.3*
GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA Becky Casey, Director, ADN	P.O. Box 2530 Selma 36702-2530 334-876-9271	AND	26 100.0	34 97.1	37 89.2
Alabama Totals			1,740 86.1	1,981 85.5	2,347 87.0
National Totals			75,671 87.1	85,532 85.4	98,048 87.2

* Notice of Deficiency (Mandatory Passing Percentage 80% 10/1/2005)

RN PERCENTAGE PASS RATES



Approved Licensed Practical Nursing Programs

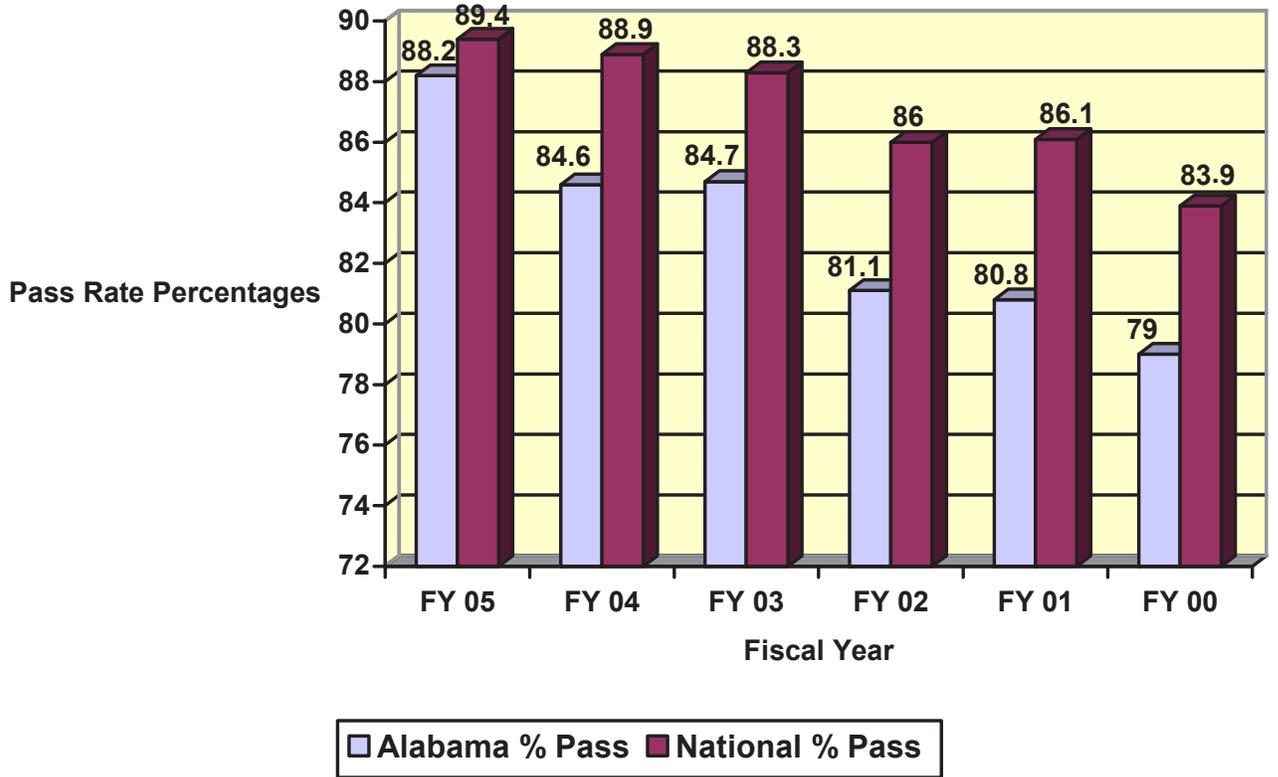
Name of School/ Director of Program	Contact Information	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
ALABAMA SOUTHERN COMMUNITY COLLEGE Wanda Whiting, Program Director	P.O. Box 2000 Thomasville 36784 251-575-3156, ext. 238	20 95	19 73.7*	29 86.2
AYERS STATE TECHNICAL COLLEGE Brenda Holman, Chair	P.O. Box 1647 Anniston 36207 256-832-1217	52 76.9	109 75.2	Merged Program w/Gadsden State CC
T. A. LAWSON COMMUNITY COLLEGE - BESSEMER CAMPUS Sharon Romine, Coordinator Nursing and Allied Health Programs	P.O. Box 308 Bessemer 35201 205-428-6391, ext. 305	99 78.8	125 80.0	77 76.6*
BEVILL STATE COMMUNITY COLLEGE Joyce Breed, Chair	P.O. Drawer 9 Hamilton 35570 1-800-648-3271, ext. 5350	134 87.3	149 83.9	129 94.6
BISHOP STATE COMMUNITY COLLEGE Barbara Powe, Director of Nursing	1365 Martin Luther King Drive Mobile 36603 251-405-4497	35 91.4	35 97.1	12 91.7*
JOHN C. CALHOUN COMMUNITY COLLEGE Jan Peek, Chairperson of Nursing	P.O. Box 2216 Decatur 35609-2216 256-306-2795	56 78.6	79 83.5	70 82.9
CENTRAL ALABAMA COMMUNITY COLLEGE Coosa Valley School of Nursing Dr. Melenie Bolton, Provost, Director of Nursing	P.O. Box 389 Childersburg 35044 256-378-5576, ext. 6581	26 96.2	31 100.0	36 100.0
CHATAHOOCHEE VALLEY STATE COMMUNITY COLLEGE Dixie Peterson, Division Chair, Health Sciences	2602 College Drive Phenix City 36869 334-291-4925	39 84.6	28 78.6	56 80.4
DRAKE STATE TECHNICAL COLLEGE Alice Raymond, Department Head, Nursing	3421 Meridian Street North Huntsville 35811 256-551-3148	57 64.9*	70 72.9*	97 82.5
FAULKNER STATE COMMUNITY COLLEGE Jean Graham, Director of Nursing and Allied Health	1900 U.S. Hwy 31 South Bay Minette 36507 251-580-2293	NA-New Program	5 100.0	13 100.0

Approved Licensed Practical Nursing Programs (continued)				
Name of School/ Director of Program	Contact Information	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
GADSDEN STATE COMMUNITY COLLEGE Brenda Holman, Coordinator	P.O. Box 227 Gadsden 35902-0227 256-549-8457	60 90.0	68 89.7	18 88.9
LURLEEN B. WALLACE COMMUNITY COLLEGE- MACARTHUR CAMPUS Monica Cauley, Chair, Health Sciences	P.O. Drawer 910 Opp 36467 334-493-3573, ext. 275	22 90.0	44 79.5	62 96.8
NORTHEAST ALABAMA COMMUNITY COLLEGE Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville 35986	NA-New Program	NA-New Program	9 100.0
NORTHWEST SHOALS COMMUNITY COLLEGE Ruth Mason, Director of Nursing	800 George Wallace Blvd. Muscle Shoals 35662 256-331-6251	31 93.5	35 100.0	34 97.1
REID STATE TECHNICAL COLLEGE Dr. Shirley Brackin, Chair, Health Careers	P.O. Box 588 Evergreen 36401 251-578-1313, ext. 124	42 88.1	38 84.2	56 87.5
SHELTON STATE COMMUNITY COLLEGE Gladys Hill, Director of Nursing and Allied Health	9500 Old Greensboro Road Tuscaloosa 35405 205-391-2457	40 75.0	39 79.5	64 90.6
SNEAD STATE COMMUNITY COLLEGE Dianne Watts, Director of Health Sciences	P.O. Box 734 Boaz 35957-0734 256-840-4185	NA-New Program	NA-New Program	4 100.0
SOUTHERN UNION STATE COMMUNITY COLLEGE Rhonda Davis, Chair, Department of Nursing	1701 LaFayette Pkway Opelika 36801 334-745-6437, ext. 5510	22 95.5	17 94.1	6 100.0
SOUTHERN COMMUNITY COLLEGE Stephanie Mitchell, Director of Nursing	P.O. Box 830688 Tuskegee 36083 334-727-5220	13 77.0	19 84.2	27 70.4*
TRENHOLM STATE TECHNICAL COLLEGE Marilyn Whiting, Director, Practical Nursing	1225 Air Base Blvd. Montgomery 36108 334-420-4415	28 75.0	31 87.1	30 93.3

Approved Licensed Practical Nursing Programs (continued)

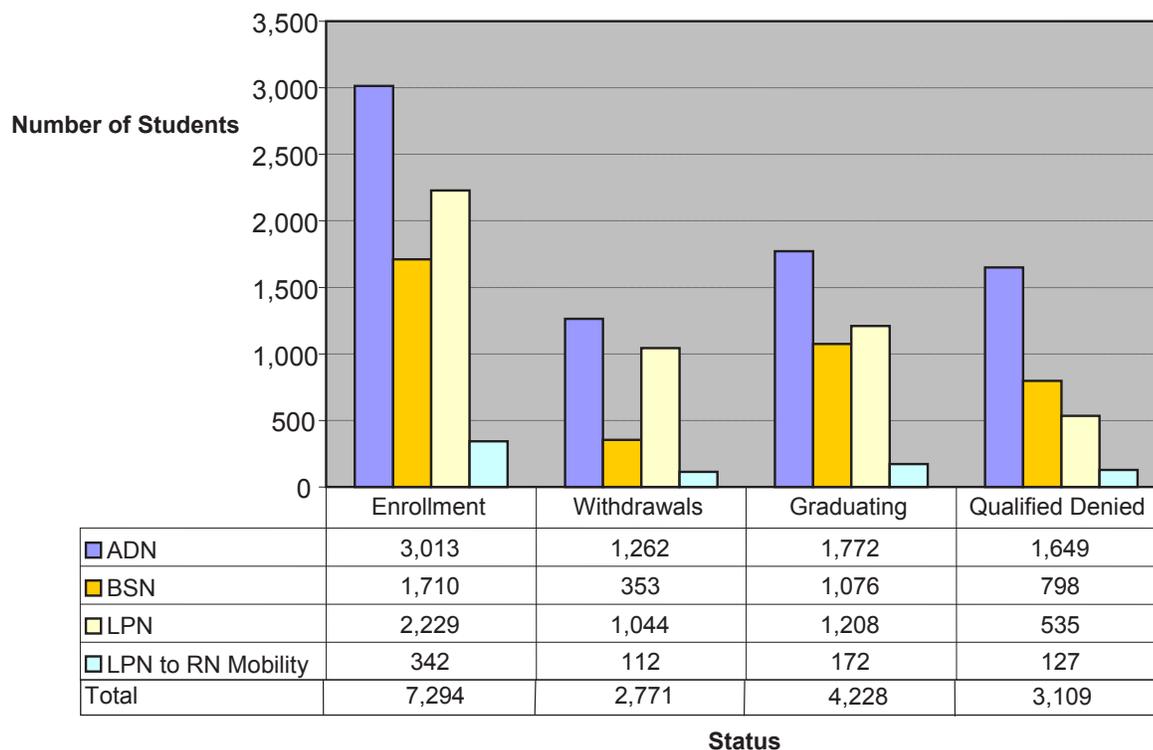
Name of School/ Director of Program	Contact Information	NCLEX FY 02-03 # Candidates Percent Pass	NCLEX FY 03-04 # Candidates Percent Pass	NCLEX FY 04-05 # Candidates Percent Pass
GEORGE C. WALLACE COMMUNITY COLLEGE- DOTHAN Gwynn Galloway, Director, Department of Nursing	1141 Wallace Drive Dothan 36303 334-983-3521, ext. 332	84 93.6	85 88.2	88 83.0
GEORGE C. WALLACE COMMUNITY COLLEGE- HANCEVILLE Dr. Denise Elliott, Director, Department of Nursing	P.O. Box 2000 Hanceville 35077-2000 256-352-8198	39 79.5	97 88.7	92 81.5
GEORGE C. WALLACE COMMUNITY COLLEGE- SELMA Veronica Brown, Director, Practical Nursing	P.O. Box 2530 Selma 36702-2530 334-876-9335	26 100.0	37 100.0	32 93.8
U.S. ARMY RESERVE 91 WMB PN SCHOOL Major Anne C. Brown, Program Director	Building 751 5722 Integrity Drive Middleton, TN 38054-5022 901-874-6069	3 100.0	3 100.0	0 0.0
Alabama Totals		939 84.7	1,173 84.6	1,141 88.2
National Totals		43,138 88.3	47,795 88.9	52,735 89.4

LPN PASS RATE PERCENTAGES



ENROLLMENT DATA

(October 1, 2004-September 30, 2005)



The following assumptions and explanations must be understood in interpreting the data:

- Information submitted in the annual report related to admissions, withdrawals and graduations is self reported by the Deans and Directors.
- Specific definitions exists for the requested information and may be interpreted differently by the individual completing the report.
- The number of students “qualified but not admitted” to a program may be overestimated because some students apply to multiple programs and decide based on personal or other interests.

Enrollment data may be duplicated because some educational programs counted mobility students more than once. The reports for two LPN programs included separate enrollment data for ADN students. There should not be ADN students in LPN programs

APPENDIX F:

FY 2005

DISCIPLINARY

ACTIONS

FY 2005 DISCIPLINARY ACTIONS

The Board of Nursing took action against the following licensed nurses for violation of the laws and/or rules of the nursing profession at the FY 2005 meetings. This listing may not reflect changes occurring near or following the publication date, pending appeals or requests for rehearing. Every effort is made to ensure the accuracy of this information. Licensure verification can be made by calling our verification line at (334) 242-0767, or through the Board Office.

VOLUNTARY SURRENDERS FOR REVOCATION

Abdullah, Shadia Omar	1-079369	Harp, David Lee	1-080048
Adkins, M. Anne Howerton.	1-098611	Harris, Cathy Lynn	1-056054; 2-026757
Andrews, Marilyn Diane	1-041168	Henderson, Sara Nicole	1-099841
Armbruster, Cathy Jane.	2-054803	Herndon, Sharon Kay.	1-080763; 2-039861
Armstrong, Sheryl Watonda Bullard.	1-043800	Higdon, Heather Leigh.	2-050166
Baird, Dandrina R.	2-052098	Hilton, Christie Noelle	1-101589; 2-046538
Barranco, Kimberly Jo Vines	1-049766	Hites, Annette Kay Hetrick	1-079343
Bentley, Sharon D.	1-025675	Hughes, Ellen Christine	1-070255
Berry III, Mims Williams.	1-092357; CRNA	Irle, Shawn Bryan	1-085168
Bly, Jean Mary	1-044896; 2-020963	Jenkins, Zenna Elaine	2-047009
Brock, Terry Susan	1-084432	Jolly, Rita Lee	2-038733
Burkes, Amy Renee	1-083126	Jones, Debra Sue.	2-037144
Bush, Lisa Faye.	1-090530	Jones, Gary Sean.	1-096000
Camp, Nancy Lechon.	1-092577	Jones, Kristine Ruth	1-066443; 2-023467
Carter, Brenda Ann Dodson.	1-039390	Jones, Nancy Sue	1-080297
Chase, Connie Jo	2-042076	Kimbrough, Donna Kaye	1-047721
Clemons, Aleta Rochelle	2-043683	Lawley, Tara Rebecca	2-044469
Cook, Dorothy Louise	2-027239	Lay (Flynn), Tammy Nicole	1-093049
Cork, Connie Elissa Hubbard	2-040039	Lorina, Nicolette.	1-100239
Cosby, Melinda Frances	2-044788	Lossiah, Mary Katherine Lovelady	2-033608
Crawford, Wilhemina Lucile	1-080440; 2-022729	Love, Melissa Rae	2-053158
Dalton, Terry Lee	1-079296	Lovvorn, Regina Lynn	1-052448; 2-022400
Darby, Alison Azure	1-083429	Lowery, Michael Lloyd.	LP-003279
Diamond, Olivia Barfield	1-091869	Lyons, Cathy Leigh	1-036934
Dutton, Deborah	2-013820	Martin, Elizabeth Ann	2-036437
Eddings, Donna Jean Cobb	2-035397	Mastroni, Jana Michelle	2-036690
Ellis, Brenda Kaye.	1-043229	McCarver, Gary Michael	1-089158
Evans, Steven David.	1-061221	McGraw, Stephanie Lee	1-055419; 2-026670
Falkner, Jeannie Ann	1-080021	McKenzie, Kimberly Ann.	1-070028
Ford, Brenda Pearl	2-026687	McKinney, Josephine Darlene	2-025609
Foshee, Debra Louise Hester	1-029743	Middlebrooks, Teresa Anne	2-046397
Fox, Ronald Melton	2-053163	Moore, Jennifer Ann.	1-090460
Franks, Susann Hurst.	1-101429	Morrison, Carroll Leigh	2-025490
Frith, Geneva Faye.	1-025311	Moss, Stacey Wright.	1-079882
Fulgham, Jana Michelle	1-077709	Mullinax, Tommy Wayne.	1-084290; 2-025257
Gates, Amanda Leigh	2-048427	Nelson, Robin Suzette	1-064049
Gewirtzman, Gayle.	1-040203	Nielsen, Jodie Maxine	2-024968
Griffith, Mark Newton	1-077895	Parden, Karynna M.	2-052295
Grimes, Wendy Darlaine	1-087764	Patterson, Ruth E.	1-022407
Hagan (Haisten), Jenny Lynn	2-048506	Payne, Melody Carol Bell.	1-056970
Harger, Roland Nathan.	1-098290	Peek, Jr., William Ladelle.	1-070166
		Perkins, Sara Evelyn.	2-051329
		Perry, Shawnita L.	2-040015
		Peters, Marilynn Belinda	2-035608

Phillips, Tonia Denice 1-097797; 2-045267
 Price, Courtney Anne 2-048001
 Rice, Brenda Faye 2-049074
 Robinson, Amanda Shawn 1-099872
 Rosenberg, Margaret Elizabeth 2-052714
 Royer, Donald Rossiter 2-045895
 Royle, Lisa Diane 1-093282
 Ryan, Delia Vanessa 1-070495
 Sanders, Angela Gail 1-101007
 Sanders, Cheryl Jane 1-051329
 Shea, Catherine Ann Edwards 1-082382
 Sinkevich, Joanne 1-101133
 Smith, Jillian Leigh 1-094299
 Snellgrove, Leandra E. 1-029238; 2-013950
 Snider, Keither Lynn 2-049769
 Sorrell, Donnie K. 1-023946
 Stuart, Rita Lejune 1-035352
 Syx, Randal Leon 1-025529
 Tankersley, Donna Sue 1-042631; 2-017721
 Thornton, Gwendolyn Denise Hammac 1-088766
 Trujillo, Rebecca J. 2-013842
 Turner, Kristina Ann 1-071314
 Vansant, Kim Lane 2-053167
 Vintson, Tiffany Kaye 1-074274
 Waid, Robin Marie 1-065587
 Walker, Linda 2-034325
 Weaver, Doris Denise 1-059749
 Weaver, Mary Beth 1-084051
 Weeks, Pennie Lynn 1-072832
 Whatley, Pamela Ann 2-048641
 Wiggins, Carlee Rebecca 2-047630
 Wilson, Chris Leigh 1-050126
 Wing, Tanny Edward 2-050841
 Woods, Nancy Karen Armstrong 1-028886
 Worrell, Jason Wayne 1-077926
 Wynn, Angie Booker 2-022293
 Young, Mary Ella 2-032767

REVOCATION

Barnett, Michael Dwayne 2-041868
 Basham, Cindy Sue Heinrich 1-037010
 Blaxton, Jennifer Denise Warren 2-052163
 Burpo, Marilla Russell 2-008044
 Burquist, Tammy Lynn 1-074903
 Clyburn, Vickie L. Handey 1-057880
 Cobb, Julie Ann Davis 2-048702
 Coleman, Carie Melissa 2-050522
 Dean, George Brandon 1-098165
 Deramus, Melanie 1-074885
 Godwin, Carla Suzanne Scott 1-096986
 Gooch, John William 2-037568

Hammond, Sonya Lynn 2-038679
 Hartley, Karen Marie 2-052795
 Higgins, Sharon Diane Sloan 2-050923
 Johnson, Shemecka Nicole 2-051067
 Johnson, Steven Craig 1-069859
 Jones, Donna Long 1-073815
 Knight, Robin Anne 2-028982
 Lemmond, Cammy Gail Knapp 2-048861
 Martin, Deborah Ellen Seigh 1-031157
 Martin, Maryann T. Boyle 1-077583
 Nesby, Kimberly Renee 2-051820
 Norton, Ellen Harris Bailey 2-017468
 Norwood, Elizabeth Diane Thomas 2-025376
 Panettiere, Paula Jean 1-100704
 Parks, Tina Louise Davis 2-047405
 Partner, Michelle Elizabeth Arrington 2-049709
 Perry, Jennifer Jill Minor 2-044895
 Powell, Jim Terry 1-087655
 Pratt, Ann Catherine Burks 1-079092
 Rainwater, Belinda Ann Sharpe 2-045355
 Sanders, Audrey Faye Warren 2-045219
 Saulter, Carolyn Jean Evans 1-050200
 Schmidtling, Shelly Ann Still 1-067136
 Scoggin, Kathryn Elizabeth Walls 1-091724
 Seay, Dawn Alicia Anderson 1-073715
 Slocum, Paul Jerome 1-096176
 Tarlton, Nora Jane Spurlock 1-074927
 Thomas, Angelia Renee Tune 1-070419
 White, Windy Darlene Reid 1-074205
 Young, Denise Annette Ellsworth 1-085251
 Young, Shirley Ann Ritter 1-072683
 Ziegler, Traci Elaine 1-085630; 2-043377

SUSPENSION

Glennon, Gregory Scott 2-041614
 Taylor, Virginia Ann 1-100628; CRNA
 Warren, Belinda Gail Watts 1-045358; 2-021399
 Wooten, Frances Inez Clines 1-076985

SUSPENSION AND FINE

Collins, Ora Burgess Brown 2-034041
 Cooper, Jenna Renea 1-079436; CRNP
 Cowherd, Christy Lejeanne 1-065222
 Kimble, Cassandra Jean Baldwin 2-026642
 Kyzar, Kathryn Ann Roth 1-051996; 2-020561
 Marston, Sandra Leigh Stuckey 1-042867; CNS
 Meredith, Brenda Gayle Watkins 2-044281
 Moore, Diana Lukisha Dean 2-052570
 Payne, Sue Watkins 1-043936; CRNP
 Wallace, Sylvia Ann 2-042208
 Woodbury, Sarah Ann Greer 1-073694; 2-022983

SUSPENSION, PUBLIC REPRIMAND AND FINE

Ryans, Mary Virginia 2-039568

SUSPENSION FOLLOWED BY PROBATION AND FINE

Aaron, Barbara Kay Crider 2-047480
 Bell, Christine Ann 1-096755
 Boyd, Mary Patricia Humphreys 1-082389
 Boykin, Shea Patrice Harvison 1-087889; 2-034394
 Bratcher, Stephanie Heather 1-102314
 Bridgeman, Tammy Faye Madison 1-090033
 Brooks, Jeffrey Hoyt 1-101531
 Brown, Leslie Carol Bradberry 1-065168
 Buford, Larwonda 2-047579
 Burgess, Elizabeth Mae 2-026902
 Burton, Sherry Laverne 2-028781
 Camp, Nancy Lechon 1-092577
 Chaffin, Frances D. Davis 1-021355
 Compton, George Coley 1-077572
 Cutten, Cherise Rhodes 1-059126
 Davis, Jeanne Cowart 1-066432; 2-021610
 Delaine, Debra Lynn 2-036072
 Dickinson, Sarah Harris 1-085599
 Downey-Brown, Julia Mary Castleberry 1-066457
 Dykes, Joan Ellen Foley 1-035218; 2-012880
 Early, Michael Andrea 1-044591
 Elrod, Jennifer Dawn Dalgleish 1-096317
 England, Kimberly Tawana Parris 1-083064
 Erdmann, Dean Laine 2-050044
 Estes, Lois Lorraine 1-066491
 Evans, Dana Michelle 1-100935
 Evans, Judith Ann 1-073521
 Ezell, Sue Ellen Phillips 1-069601
 Farwell, Aileen Louise 1-093713
 Ford, Brenda Pearl Richey 2-026687
 Foshee, Debra Louise Hester 1-029743
 Foster, Kimberly Dawn 2-050802
 Frazier, Candace Clorese Harding 1-066622
 Freeman, Laura Renee Thomas 2-054809
 Gamble, Marion Cottingham 1-047027
 Ganje, Heather Lee 1-047029
 Ganus, Michelle Lynn Waters 1-099071
 Gargus, Paige Michelle Tidwell 1-056259
 Harper, Orthelia Dean Agnew 2-054110
 Harris, Natalie Danita Cleggett 1-059260; 2-024329
 Helms, Heather Michelle 1-088831
 Henson, Amy Leigh Jackson 1-083079
 Herrin, Teresa Kaye Matecki 1-091637
 Herrington, Amy Michelle Edwards 1-082666
 Hogan, Jerwanda L. Horsley RN Exam Applicant

Horton, Marcia Ellen 1-038065
 Hunt, Karren Michealle Bowman 1-064250
 Jensen, Lisa Ann Gillespie 2-050259
 Johnson, Lori Anne Mason 2-040078
 Johnson, Shawndreka 2-050268
 Joiner, Gregory Lindsey 1-063872
 Jolley, Bobbye Jane Peters 1-062722
 Jones, Gary Sean 1-096000; 2-044409
 Jones, Regina J. Barger 2-035292
 Keel, Annie Laura Moon 1-101037
 Kimrey, Pamela Fitzhugh 2-046039
 King, Sonja Denise Crews 2-033454
 Ladnier, Karen Louise Sumerlin 1-081200; 2-033593
 Lewis, Jo Frances 1-051704
 Lorino, Nicolette 1-100239
 Lynch, Jacqueline J. Gates 2-015323
 Mann, Christina Faye Ogle 1-080727
 McBrayer, Rhonda Kay Hill 2-034226
 McCaney, Connie Renae Martin 2-048395
 McCray, Sarah Frances Jones 1-053713
 McElrath, Jennifer Lynn 1-081150
 McGhee, Cheryl Amanda Paul 2-045541
 McKenzie, Kimberly Ann Tillery 1-070028
 McLemore, Douglas Lenard 2-029028
 McSwain, Sherri Ann Murphy 1-082107
 Morgan, Jenny Lynn Bunch 1-099993
 Morgan, Peggy Virginia Green 1-084568
 Murphy, Sherry Darlene Shields 1-042252
 Naugher, Gwendolyn Renee Gravette
 1-029839; CRNP
 Neary, Sheila Bernadette 1-079628; CRNA
 Osburn, Margaret Bush Putzel 1-087619; 2-041080
 Owens, Derrick Lee 2-050749
 Patterson, Laurie Nicole LPN Exam Applicant
 Phillips, Melissa Ann Clark 1-094602
 Portella, Mary Frances Morris 1-075296; 2-036433
 Pounders, Jerry Dale 2-025744
 Pruitt, Brian Scott 1-073980
 Reaves, Delaine Clement 1-037717
 Reese, Carolyn Ann Kimbrough 1-052378
 Richardson, Shirley Ann Holcombe 1-071613
 Rood, Ellen Elizabeth Lusk 1-068570
 Rummell, Mark Edward RN Examination Applicant
 Samac, Robert Charles 1-104293
 Sanderson, William Joseph 1-096360; 2-034493
 Sandifer, Tereia Ovean York 1-054618
 Schaule, Sandy Marie Hix 2-048311
 Seay, Dawn Alicia Anderson 1-073715
 Shafferman, Margaret Ann Morgan 1-046226
 Shelton, Angela Michelle Hall 2-042490
 Simpson, Mary Patricia 1-067165; 2-030256
 Singleton, Pamela Rae Spann 1-081039

Spencer, Connie Faye 2-032147
 Stephenson, Flora L. Alice Riner 2-040383
 Stone, Amy Louise Rendon 2-050712
 Storey, Nora Ellen Bice 1-043482
 Sutphin, Wanda Faye Dean 1-037616, CRNP
 Tate, Bonnie Joyce Cameron 1-045291
 Taylor, Clara Mae Jones 1-069155
 Thrasher, Christy Delayne 1-100332; 2-045744
 Thrasher, Kim Ondrea Burnette 1-042703
 Twilley, Heather Leighanne Wright
 1-081163; 2-041761; CRNP
 Upshaw, Lenette Louise 2-046511
 Vardaman, Kelly Ann Balch 1-084044
 Varden, Leah Anne Cook 1-046910
 Voce, Billie Ruth Shanklin 1-038228
 Walraven, Misti Dawn Wright 1-093344
 Wells, Lisa Dianne 2-024509
 White, Francheska Regina Agee 2-038468
 White, Suwanna Jemekia 1-106001; 2-048314
 Wilbanks, Tracy Nicole 1-090489
 Williams III, Ralph Anthony 1-095363
 Williams, Julie Rebecca 1-095435
 Wilson, Arleen Johnson 2-049611
 Wilson, Carolyn Lynn Boyd 2-017492
 Wilson, III, James Henry 2-035756
 Woodall, Sean Gregory 1-096831

PROBATION AND FINE

Adams, Rachel Oneal 2-042385
 Andress, Jo Ann Pruitt 1-066440
 Arenz, Drema Sue Riley 2-037561
 Atkins, Calvin Dewayne 2-048435
 Belcher, Andrea Scoggins 1-062577; 2-025804
 Bell, Sheryl Lee Spinks 1-072597
 Bellknap, Karen E. Lee 1-025622
 Betts, Lesa Wood 2-039482
 Broach, Leslie Diane Lewis
 LPN Endorsement Applicant
 Brock, Lisa Michelle Samples 1-054416
 Brooks, Jeffrey Hoyt 1-101531
 Bullock, Randy Neil 1-055947
 Bynum, Karen Elaine Prince 2-040114
 Chaviers, Tracy Lynn Horne 1-069581
 Chow, Veronica Renee Minter 1-095669; 2-038799
 Cook, Annie L. 2-044372
 Cook, Donna Susan 1-051993
 Day, Valerie Christine 1-084119; 2-044164
 Dees, Karen Anita Sims 2-019649
 Denton, Carol Leigh Evers 2-028854
 Eddings, Donna Jean Cobb 2-035397
 Evans, Delsa C. Bristol 1-025078
 Falkner, Rebecca Ann Freind 2-030583

Fancher, Doris Gaston 2-022390
 Feltman, Amber Nicole 2-053036
 Fletcher, Rashedia Yseatte LPN Exam Applicant
 Flowers, Georgia Theresa Martin 1-051219
 Folsom, Cynthia Joyce 1-046984
 Gallops, Cynthia Barbara Pappas 1-055155
 Goodin, Gwendolyn Diana Parsons
 1-061273; 2-017601
 Green, Jeanette Yvonne Ray 1-059474
 Guthery, Wanda Sue 2-042699
 Harper, Mickey Kay Hoffman 2-047845
 Harrison, Connie Rena Chesser 1-071351; 2-022507
 Herrin, Sherry Donna Hancock 2-052037
 Ingram, Wanda Jean Davidson 1-066709
 Johnson, Katina Sheree 2-049933
 Jones, Lisa Laurette Howell 1-082114; 2-039549
 Kimbrell, Jennifer Conway Reed 1-092627
 Kimbrell, Kay Lynn Smith 1-073897; 2-034825
 Kutebwa, Kanyeba Esther 1-096793
 Lancaster, Paula Jean Smith 2-051808
 Landers, Melanie Marie Wilcox 1-055848; CRNA
 Lawler, Emily Kate RN Examination Applicant
 Levenson, Shawn Elaine 2-034849
 Lewis, Melissa Renee LPN Exam Applicant
 Lockhart, Diona Jean Odom 2-042263
 Lolley, Rhonda Nichole 1-102354
 Lowery, Cecilia Ann Jones 1-043050; 2-013461
 Mannings, Evelyn Marie 2-045060
 Marable, Dawn D'Etra 2-051098
 Marsh, Chadwick Blair 2-035538
 Martin, Deborah Hyacinth Woods 2-054245
 Martin, Jennifer K. York 2-042450
 Massey, Sandra Dee Moore 1-060445
 McBay, Carol Ann Phillips 2-053069
 Middleton, Jessica Dawn Orebaugh 2-045853
 Miller, Elysa Marie Sansom 1-080322
 Milstead, T. Jerell 1-032993, CRNA
 Minor, Susan Grissom 1-073511
 Moore, Wintress Michelle Sanders 2-045142
 Morris, Diane McFarland Detter 2-037232
 Murphy, Linda F. Woods 2-012325
 Musgrove, Carrie Denise Poole 2-051032
 Myrick, Tina Mildred Chandler 1-054577
 Myrick, Tina Mildred Chandler 1-054577
 Nelson, Patricia Lynn Roulier 2-051079
 Nelson, Sherri Bates 2-054431
 Owens, Nelda F. Stinson 2-009073
 Parden, Karynna M. Newton 2-052295
 Pate, Yvonne Elizabeth Morton 2-045854
 Pelphrey, Rebecca Anne Davis 2-029672
 Peoples, Dazella Smith Davis 2-046894
 Perry, Kimberly Dawn Rose 1-090278

Peters, Marilyn Belinda 2-035608
 Phillips, Patricia A. Austin 2-003391
 Reed, Leeann Rashelle Lilly 2-048672
 Renfro, Joy Marie Bass 1-101517
 Russell, Brenda Kay Barnett 2-049500
 Sebright, Cynthia Faye Cole 2-054799
 Smith, Chakra Sharmingle LPN Exam Applicant
 Steen, Donda Denene 2-049264
 Stewart, James Sherrill 1-088723
 Stewart, Wendy Michelle McDaniel 2-047504
 Talley, Betty Marie Finley 1-077176; 2-024829
 Tate, Katina Roche 1-094686
 Taylor, Claudine Thornton 2-031847
 Tellis, Tamelria W. 2-053807
 Thompson, Gina Ann Williamson
 1-087937; 2-045670
 Tolbert, Charles Darrell 1-053902
 Tullier, Deborah L. Adams 1-022826
 Turner, Gilda Rose Hendriks 1-073465
 Turner, Monica Elaine 1-067294; 2-030820
 Usery, Rita Jane Simmons 2-034911
 Vann, Deanna Dawn Baker
 LPN Examination Applicant
 Walker, Cindy L. Waldrop 2-052373
 Walker, Sharon Denise Carroll 2-027002
 Watts, Dale Bynum 2-040566
 Weathington, Tawana Gaye Kelley 2-051744
 Wilson, Leslie Joy Serra 1-084285
 Wollard, Rhonda Michelle Evans 2-054254
 Worley, Vonda Kay Cosby 1-082679
 Wylie, Jenille Marie Allums 2-046421
 Young, Shelia Ann Dickerson 1-084658

PROBATION

Griffin, Wanda Denise Johnson . . . LPN Exam Applicant

PROBATION, PUBLIC REPRIMAND, AND FINE

Boothe, III, Daniel Bud 2-038729
 Boyd, Mary Ann Meeks 2-031915
 Sokoll, Geoffrey Alan 1-067198

PUBLIC REPRIMAND AND FINE

Adams, Janis Louise Rutland 1-020469; CRNP
 Alexander, James Ross 1-049272; CRNP
 Allen, Anne E. Evans 1-027094; CRNP
 Allen, John Clifford 1-083260; CRNA
 Ashford, Sharon Yvonne Reed 1-100726; CRNP
 Bailey, Jr., Kenneth W. 1-093979; 2-041835
 Ball, Melissa Kay McCaffrey
 LPN Examination Applicant

Benton, Melissa Joyce Hinton 1-083231; CRNA
 Bibb, Melissa Gayle Florence 1-035605; CRNP
 Bivens, Belinda Diann Clark 1-081944; 2-031423
 Blackman, Brenda Jean Gray 1-037968; 2-011186
 Blackmon, Margaret Anne Wade 1-063495
 Boutte, Shirley M. Stevenson 1-019431
 Bradley, Carol Ann Smith 1-050256
 Bradley, Shonda Renee Mims 2-053981
 Burns, Rebecca Elizabeth Lemley 1-060292
 Calhoun, Mikelyn Jane Elmore 1-078255
 Carter, Esther Jeanette Prine 2-025042
 Cihak, Craig William 1-102929
 Coleman, Schornia Yvette 1-104017
 Copeland, Sandra Lynn Holmes 1-080916; 2-037829
 Cotton, Patton Blair Burn 1-042021; CRNP
 Dahlen, Vicky Darlene Brightwell 1-104037
 Deacon, Edward Bixby 1-069113
 Dennis, Jr., Ronald Jearl 1-100157
 Devaney, Karen Lee 1-057646; CRNP
 Dillashaw, Norma Jean Hammac 1-058303
 Duffey, Allison Katrina Arwood 1-074813
 Duncan, Traci Smith 1-089135; CRNP
 Dunkin, Jeri W. 1-083639
 Dyer, Julie Jennings 1-088885; CRNP
 Ellis, Tonya Lisa Murphy 1-077065
 Ennis, Anola Gay McDonald 1-041425; CRNP
 Franklin, Judy Marie 2-028187
 Gillespie, Sula Joy McElroy 1-048505; CRNP
 Grady, Sherrie Lenell 1-104002
 Gregory, Shirley Jean Scott 1-019305
 Hammett, Linda Graham 1-078469; CRNP
 Hardy, Jessica Devann Thomas 1-040630; 2-021277
 Hicks, Brandi Linette Sanders
 1-090559; CRNP; 2-044364
 Hindman, Laura Michelle Cook 1-062640; CRNP
 Holley, Valerie Wells 1-022765; CRNP
 Hooper, Charles Donovan 1-077820; CRNP
 Huber, Jana Michelle Melvin 1-061526; CRNP
 Hughes, Sharon Elaine Richard 1-058345; CRNP
 King, Elizabeth Marie Morgan
 1-058435; CRNP; 2-026927
 King, Mary A. Michalski 1-013191
 Lambert, Sandra Kaye Eddy 2-030805
 Langley, Rebecca Brown 2-052656
 Leatherwood, Tennille Maria
 LPN Examination Applicant
 Lee, Nancy Kaye Sawyer 1-096931
 Lybrand, Janice Faye 2-033524
 McBay, Amanda Brown 1-102808
 McCalman, Christine Lee Bayless 1-094843; CRNP
 Meads, Jr., Charles Edward 1-027828; CRNA
 Miller, Anita Louise 1-040499; CRNP

Morrison, Lisa Michelle Prater 1-093756
 Munroe, Angela Denise Southers 2-045832
 Ndiritu, Daniel Muhindi
 LPN Endorsement Applicant
 Nelson, Kirsten Louise Nevison 1-068492; CRNA
 Nelson, Stephanie Helen Latham 1-043435
 Nicholson, Vanessa R. Oliver 1-025540
 Norris, Jean Wilson 1-043782
 Osborn, Carla Denise Floyd 1-040307
 Paparella, Christina Anne Eller 1-079808; CRNP
 Parker, Keela Maria Madden 2-046490
 Partridge, Andrea Alethea 1-083480; CRNP
 Peagler, Edith Michelle Hale 2-032004
 Peeler, Rachel Davis 1-082332
 Petrey, Bragan Dreher 1-096846; CRNP
 Pettway, Linda Diane Calhoun 1-054502; 2-027413
 Rainwater, Kristina Michelle 2-053784
 Redwood, Kathryn Lee 1-025926; CRNP
 Reed, Annelle Bagley 1-027350; CRNP
 Reeves, Frances Darlene 1-023720
 Rhodes, Kathleen Marie Stewart 1-043893; CRNP
 Richey, Carol Denise 1-072423
 Sconyers, Vickie D. Vickers 1-029189; CRNP
 Scroggins, Inez Mamie 2-013172
 Shirley, Kathaleen Laura Brumbelow 2-049008
 Shue, Nancy Sue Imbler 1-080151
 Sitzler, Rachel Ann Myers 2-054998
 Spade, Brenda Faye Gooden 2-034352
 Spencer, Lisa W. Lowe 1-026628
 Straughn, Steven Roland 1-032093; CRNA
 Strickland, Carol Diane Ellis 1-038060; CRNP
 Sutton, Andrea L. Herrington 1-059933
 Szymela, Vickey Mae Dockery
 1-037632; CRNA; 2-017147
 Taylor, Danica Sherita Robinson 1-089844; CRNP
 Terry, Bette Favor RN Exam Applicant
 Thomas, Lola Kathleen Williams 1-051448; CRNP
 Townsend, Heather Dawn Reed 1-081303
 Wakefield, Karen Elizabeth White 1-097998; CRNP
 Waldroup, Kerrie Dianne Andrews 2-055411
 Walker, Angela Beth Nunnelee
 LPN Examination Applicant
 Walker, Melissa J. 1-039278; 2-018899
 Weldon, Jennifer S. 1-045373; CRNP
 Wheeler, Ella Bolanos 1-057756
 Whitehead, Sandra Kaye Spann 1-068685
 Woodrow, Stefanie Camille Patterson 1-068514
 Yarbrough, Kristie Lee 2-042325
 Yester, Sandra Lynn Mann 1-051218; CRNP
 Young, Angelina Dew 1-098337; 2-045378
 Zito, Shirley Morris 1-043770

PUBLIC REPRIMAND

Beagle, Kelly Renea Bartlett LPN Exam Applicant
 Blackmon, Donnelle Nickole
 LPN Examination Applicant
 McCay, Allyson Marie 1-102185
 Thomason, Sharon Jean Slatton
 RN Examination Applicant
 Whittington, Amanda Nicole LPN Exam Applicant
 Williams, Tosha Quanata LPN Exam Applicant
 Windham, Brenda Marie LPN Exam Applicant

REINSTATEMENT ON PROBATION AND FINE

Booth, Jr., Joseph Hunt 1-074880
 Compton, Laura Jean Newman 1-054518
 Cooper, Christopher Steven 1-083923; 2-041137
 Ford, Michael Wallace 1-077218
 Foss-McGaha, Lorrie Kathryn 1-035073
 Foster, Jerrill Ann Dietzer 1-071919
 Kelly, Cory Clyde 1-072221
 Matheny, Carl Michael 1-030078
 Potts, Linda Caroline Edwards West 1-072834
 Rivers, Annie Pearl 2-032128
 Smallwood, Stanley Farrell 1-088147
 Vidrine, Alma Susan Rutledge 1-094929

REINSTATEMENT FOLLOWED BY SUSPENSION, PROBATION AND FINE

Blakeney, Sherry Jean McManus 2-026525
 Sinkfield, Margaret Ann Wiggins 2-040672

APPLICATION DENIED

Casey, Tania M. Krueger RN Endorsement Applicant
 Fennell, Tapeka La'Quina Brown RN Exam Applicant
 Page, Helen Butler RN Endorsement Applicant
 Stano, Jr., David Gregory RN Exam Applicant

REINSTATEMENT DENIED

Minor, Deon DePaul 1-091143
 Webb, Bonnie Faye Ray 2-019517

BOARD LAPSED

Daniels, Paula Francine Singleton 1-038083

PREVIOUS ORDER OF REVOCATION RESCINDED

Coan, Tina Marie Sayers 2-041993

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