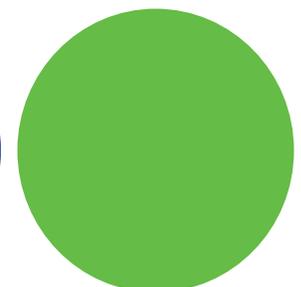
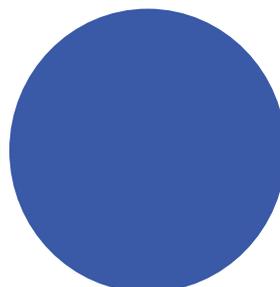
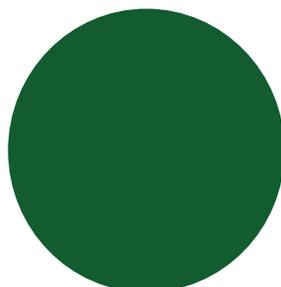
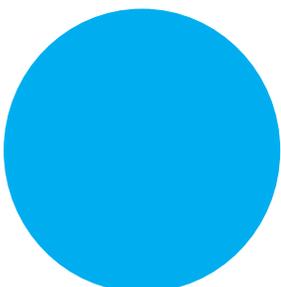
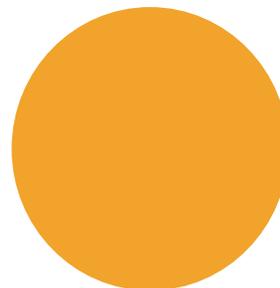
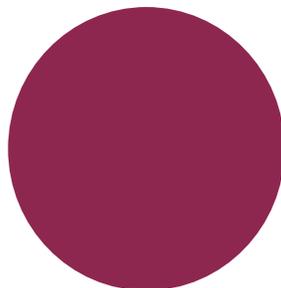
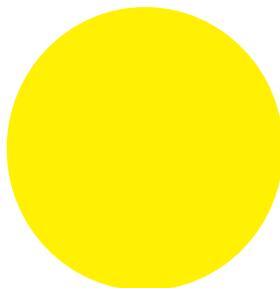
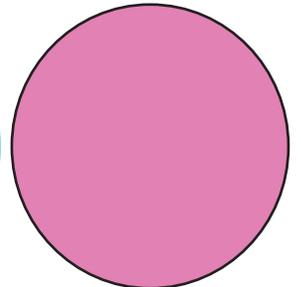
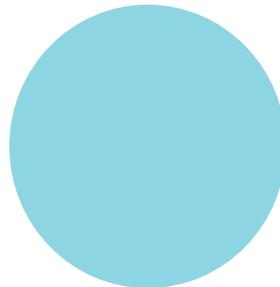
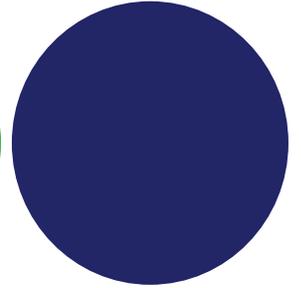
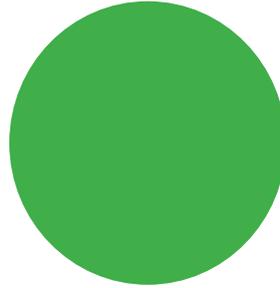


# 2012 ANNUAL REPORT

ALABAMA BOARD OF NURSING

## A Year in Review



# CONTENTS

LETTER TO THE GOVERNOR.....	4
BOARD OF NURSING MEMBERS AND STAFF .....	6
STAFF .....	8
BOARD MEETINGS AND BOARD ACTIONS .....	9
DECLARATORY RULINGS .....	10
RULEMAKING.....	10
SUNSET REVIEW .....	11
OPEN FORUM.....	11
LICENSURE .....	12
NURSING EDUCATION.....	14
CONTINUING EDUCATION.....	15
NURSING PRACTICE .....	20
STANDARDIZED PROCEDURES .....	20
ADVANCED PRACTICE NURSING .....	23
LEGAL DIVISION .....	26
POST-BACCALAUREATE NURSING SCHOLARSHIPS .....	27
NURSING INSTRUCTOR SCHOLARSHIPS .....	27
BOARD'S FINANCIAL INFORMATION.....	28
APPENDIX A: FY 2012 BOARD ACTIONS .....	30
APPENDIX B: REPORT OF NURSING POPULATION .....	34
APPENDIX C: NURSING EDUCATION.....	37
APPENDIX D: STANDARDIZED PROCEDURES DATA .....	50
APPENDIX E: LEGAL DIVISION ACTIVITIES .....	63
APPENDIX F:FY 2012 DISCIPLINARY ACTIONS.....	66
APPENDIX G: DISHONORED CHECKS .....	87
APPENDIX H: GRADUATE SCHOLARSHIP RECIPIENTS .....	89



# LETTER TO THE GOVERNOR

Honorable Robert Bentley  
Governor, State of Alabama

Dear Governor Bentley:

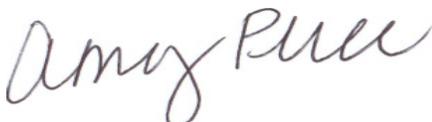
It is my pleasure to submit the Alabama Board of Nursing (ABN's) FY 2012 report to you. The mission of the ABN is to safeguard and promote the health, safety, and welfare of the public through licensing and approval of qualified individuals and to adopt and enforce legal standards for nursing education and nursing practice. During FY 2012 the Board licensed 7,485 RNs (Registered Nurses) and 1,380 LPNs (Licensed Practical Nurses). There are currently over 67,728 RNs, 19,103 LPNs, 3,466 CRNPs (Certified Registered Nurse Practitioners) in collaborative practice, 23 CNMs (Certified Nurse Midwives) in collaborative practice, 1,552 active CRNAs (Certified Registered Nurse Anesthetists), and 92 active CNSs (Clinical Nurse Specialists) licensed in Alabama. Below you will find an abbreviated list of other actions taken by the ABN during 2012:

- Awarded \$150,000 for nursing instructor scholarships and \$22,945 for Post Baccalaureate scholarships
- Approved 48 applicants as Providers of Continuing Education bringing the total to more than 350
- Reviewed 35 Standardized Procedure applications and 21 were approved
- Issued two declaratory rulings during December 2011
- Received 1,530 complaints, disciplined 529 licensed nurses, closed 649 cases without disciplinary action, and closed 65 cases by licensed nurse agreements to participate in VDAP
- Approved amendments to three different education rules including: Rule 610-X-3-.02, Rule 610-X-3-.05., & Rule 610-X-3-.06 and approved one new rule related to the Board's Withdrawal of Approval from an Alabama nursing education program
- Granted provisional approval for three new Associate Degree in Nursing programs and full approval for one Practical Nursing program

In addition to the items listed above the Alabama Board of Nursing underwent a Sunset Audit performed by the Examiners of Public Accounts. The subject of arrest powers was discussed during our interview with the Sunset Committee. The ABN has the power to issue subpoenas but does not have access to the controlled substance database. Access to this database would allow the ABN to collect evidence from an objective source. Among other topics discussed were expanding the prescriptive privileges for nurse practitioners, compliance with the immigration law, and improving communication with complainants. The Sunset process also included a full review of the agency's financial records and personnel records of Board members and staff. We were pleased to learn that the Sunset Committee recommended continuing the ABN for another 4 years.

In closing, the Alabama Board of Nursing continues to be a financially sound agency. Actual receipts for FY 2012 totaled \$3,951,557.44. This represents \$743,147.44 above budget estimates. Additionally, actual expenses for FY2012 totaled \$4,488,934.82 compared to a budget of \$6,063,911.00 representing \$1,574,976.18 below estimates. Thank you for the opportunity to provide an overview of the activities of the Alabama Board of Nursing during FY 2012.

Warmest Regards,



Amy Price, RN, MSN  
President





Martha C. Lavender, Vice President  
RN, MSN, DSN, Hokes Bluff, AL



Amy Price, President  
MSN, RN, Sylacauga, AL



Gregory D. Fuglieve, Secretary  
JD, Birmingham, AL

# Alabama Board of Nursing



2012



Pamela Spencer Autrey, Board Member  
PhD., MBA, MSN, RN, Gadsden, AL



Melissa Ragsdale Ruiz Bullard, Board Member  
LPN, Decatur, AL



Catherine E. Dearman, Board Member  
RN, PhD, Mobile, AL



Miriam Ellerbe, Board Member  
LPN, Tuskegee, AL



Maggie Lee Hopkins, Board Member  
LPN, Fairfield, AL



Gregory Tyrone Howard, Board Member  
LPN, Tuscaloosa, AL



Lynda F. LaRue, Board Member  
ADN, RN, CMTE, Blountsville, AL



Francine M. Parker, Board Member  
Ed.D., MSN, RN, Auburn, AL



Carol M. Stewart, Board Member  
CRNP, MSN, Montgomery, AL



E. Laura Wright, Board Member  
PhD, MNA, RN, Birmingham, AL



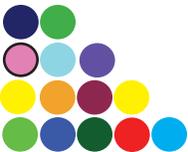
# BOARD OF NURSING MEMBERS AND STAFF

OCTOBER 1, 2011 - SEPTEMBER 30, 2012

## BOARD MEMBERS

## TERM EXPIRES

Amy Price, MSN, RN, President, Sylacauga <i>Nursing Practice</i>	12-31-2012
Martha Lavender, RN, DSN, Vice-President, Hokes Bluff <i>Nursing Education</i>	12-31-2013
<b>Sharon Pugh, LPN, Secretary, Tuscaloosa</b> <b><i>Alabama Federation of Licensed Practical Nurses</i></b>	<b>12-31-2011</b>
<b>Gregory D. Pugliese, JD, Secretary, Birmingham</b> <b><i>Consumer</i></b>	<b>07-31-2012</b>
Carol M. Stewart, CRNP, MSN, Secretary, Montgomery <i>Advanced Practice</i>	12-31-2014
Eugene R. Akers, PhD, Montgomery <i>Consumer</i>	12-31-2013
Pamela S. Autrey, PhD, MBA, RN, Gadsden <i>Nursing Practice</i>	12-31-2014
Melissa Marie Bullard, LPN, Decatur <i>Licensed Practical Nurses Association of Alabama</i>	12-31-2012
<b>Monica L. Cauley, MSN, RN, Opp</b> <b><i>Nursing Education</i></b>	<b>12-31-2011</b>
Catherine E. Dearman, PhD, RN, Mobile <i>Nursing Education</i>	12-31-2015
Miriam Ellerbe, LPN, Tuskegee <i>Alabama Federation of Licensed Practical Nurses</i>	12-31-2015
Maggie L. Hopkins, LPN, Fairfield <i>Licensed Practical Nurses Association of Alabama</i>	12-31-2013
Gregory T. Howard, LPN, Tuscaloosa <i>Alabama Federation of Licensed Practical Nurses</i>	12-31-2014



Lynda F. LaRue, RN, ADN, CMTE, Blountsville <i>Nursing Practice</i>	12-31-2013
Francine Parker, EdD, MSN, RN, Auburn <i>Nursing Education</i>	12-31-2015
E. Laura Wright, PhD, MNA, CRNA, Birmingham <i>Advanced Practice</i>	12-31-2013

\*Names in bold end a term during the annual reporting period.



## STAFF

N. Genell Lee, MSN, RN, JD	Executive Officer
Leslie Vinson, BS, CPM	Executive Secretary
Alice M. Henley, JD, LLM	Deputy Attorney General/General Counsel
Patrick Samuelson, JD	Asst. Attorney General
Gilda B. Williams, JD	Asst. Attorney General
Barbara A. Johnson, MS, CPM	Director, Administrative Services
Jennifer Weaver, MBA, CPM	Chief Fiscal Officer
William A. Stewart, III	Director, Licensing & Information Technology
Honor Ingels	Chief Legislative and Information Officer
Bradley G. Jones, BS	IT Systems Specialist
Richard A. Pasley, BS	IT Systems Specialist
Robert Rollins, BS	IT Systems Specialist, Associate
Richard F. Boyette, BS	Programmer Analyst
Peggy Benson, RN, MSHA, MSN	Nursing Consultant, Legal
Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Practice/Advanced Practice
Dawn Daniels, MSN, RN	Nursing Consultant, Probation
Mary Ed Davis, MSN, RN	Nursing Consultant, VDAP
LaDonna Patton, MSN, RN, CEN	Nursing Consultant, Legal
Katie L. Drake-Speer, MSN, RN	Nursing Consultant, Education
Carolyn Morgan, MSN, RN	Nursing Consultant, Practice/Continuing Education
Jean B. Lazarus, MSN, Ed.D., RN	Retired State Employee
Frank D. Mitchell, BS	Retired State Employee
Barbara A. Fell, CPM	Personnel Assistant III
Nicholas A. Conner, BS	Account Clerk
Carrie L. Williams, BS	Account Clerk
George Wyatt Gantt	Special Investigator
Howard Kenney	Special Investigator
Nathaniel Nunnelley	Special Investigator
David Pinnock	Special Investigator
Pamela D. Jenkins	Legal Research Assistant
Tina Leonard	Docket Clerk
Teresa Williamson	Docket Clerk
Vicky H. Moseley	Docket Clerk, Probation
Klisha Potts	Docket Clerk, Investigations
Teresa Stephens	Docket Clerk, VDAP
Jessica Burdette, BS	ASA III
Javonda Kennedy	ASA III
Wendy Looney	ASA III
Robert Moscatiello	ASA III
Carol Smith	ASA III
Cassandra Burrell	ASA II



Melissa E. Curtis	ASA II
Kristine Jordan	ASA II
Alicia Nickelson	ASA II
Debra J. Starks	ASA II
Jewel Hill	ASA I
Dorene Mitchell, BS	ASA I
Sandra Porter	ASA I

## **ABOUT THE BOARD**

The Governor appoints the thirteen members of the Alabama Board of Nursing (ABN) for four-year terms. The limit for serving is two consecutive terms. Upcoming vacant positions are posted on the Board’s website, [www.abn.alabama.gov](http://www.abn.alabama.gov). Two names for each potential vacancy are sent to the Governor. The Nominating Committee staffed by the Alabama State Nurses Association reviews and provides names to the Governor for registered nurse and advanced practice nurse positions. The Alabama Federation of Licensed Practical Nurses (AFLPN) and the Licensed Practical Nurses Association of Alabama (LPNAA) rotate providing names to the Governor for licensed practical nurse positions.

A one-day orientation is held to advise new members about the laws that govern the Board’s functions as well as state laws that impact the Board. For example, the Nurse Practice Act and ABN Administrative Code are reviewed because those are the laws that govern nursing in Alabama. The Alabama Open Meetings Act law is reviewed because all Board of Nursing meetings are subject to the law about how meetings are conducted.

## **BOARD MEETINGS AND BOARD ACTIONS**

The Board meets 18 times per year. Twelve meetings are based on two-day meetings when Board action occurs including discipline of nurses. Six meetings are based on one-day meetings where Board action occurs excluding discipline. The meetings are posted on the Secretary of State’s website, [www.sos.alabama.gov](http://www.sos.alabama.gov) as required by the Open Meetings law. The Board also posts meetings on the Board website. Meetings are open to the public except for disciplinary cases.

Actions of the Board are maintained in both the meeting minutes and the Board follow-up table. The Board publishes meeting minutes on its website, [www.abn.alabama.gov](http://www.abn.alabama.gov), once approved by the Board. The meeting minutes contain the actions of the Board even if it is a review of a topic or action taken on a topic. The Board actions are in Appendix A.



## DECLARATORY RULINGS

If a person or organization believes that one or more of the Board's rules substantially impacts the person or organization, a petition for declaratory ruling can be filed with the Board asking that the Board interpret, exempt, or enforce the rule. The petition contents are found in ABN Administrative Code, Rule 610-X-1-.09. Declaratory Rulings are available on the Board's website, [www.abn.alabama.gov](http://www.abn.alabama.gov), under Laws and then Declaratory Rulings. The rulings issued by the Board in FY 2012 are:

Alison Jartu Larme Sherman petitioned the Board to allow her to be licensed by endorsement. The issue presented is that Sherman graduated from a practical nursing program that was not in an institution accredited by an accrediting body approved by the U.S. Department of Education. The program was approved by the Virginia Board of Nursing but had closed. The Board granted the petition on December 15, 2011 and Sherman was allowed to apply for licensure.

Bonnie Kemble submitted a petition for declaratory ruling which the Board denied on December 15, 2011. The Board advised Kemble that she should submit sufficient evidence of clinical experiences in the areas of adult, maternal, child, and psychiatric/mental health nursing. At that time, her application for licensure by endorsement would be considered.

## RULEMAKING

One of the Board's primary functions is promulgating rules or regulations to clarify and amplify the Nurse Practice Act. Rules and regulations are in ABN Administrative Code. The Board established a policy to review regulations every three years. If there are no changes, the minutes reflect that the rules were reaffirmed. If there are changes to regulations, the Board submits those changes to the Alabama Legislative Reference Service. The proposed changes are published in the *Alabama Administrative Monthly*. Proposed changes to regulations are also posted on the Board's website, [www.abn.alabama.gov](http://www.abn.alabama.gov), under Laws and then Proposed Rule Changes.

In January 2012, the Board approved amendments to three different education rules: Standards of Approval, Rule 610-X-3-.02; Outcome Standards, Rule 610-X-3-.05; Deficiencies, Rule 610-X-3-.06.

The Board approved a new rule related to the Board's Withdrawal of Approval from an Alabama nursing education program in January 2012, Rule 610-X-3-.11.

Approved minor amendments to Rules 610-X-5-.08 and .19 were considered in September 2012.



Every September the Board reviews the fee schedule and makes any proposed changes. In September 2012, the Board reviewed the fee schedule and made minor amendments.

## **SUNSET REVIEW**

Every four years, the Board undergoes a Sunset Audit by the Examiners of Public Accounts (Examiners). The Examiners present the final audit report to the legislature's Sunset Committee so that the legislature can determine whether to continue the Board. Most state agencies are subject to Sunset Review and if the legislature decides not to continue an agency, the agency disappears into the 'sunset.'

The Examiners audited the Board in FY 2012. The auditor reviewed the Board's financial reports as well as Board meeting minutes. The auditor reviewed personnel records of Board members and staff to determine compliance with State Personnel statutes and regulations. Examiners surveyed a random sample of licensed nurses and complainants (those who filed a complaint against a nurse with the Board). Board members had the opportunity to respond to a survey to identify the major issues facing the board. One of the significant issues identified by Board members was HB 56, the immigration law that passed in FY 2012. The Board identified to the Sunset Committee that if the bill had continued as originally published, the Board would anticipate a cost of \$500,000.00 and a need for 10 additional positions. Because of amendments passed in FY 2012, the Board still anticipated hiring additional staff due to the number of licensed nurses. The amended version requires the Board to verify citizenship or legal presence before the issuance of a license.

The 2012 Sunset Audit of the Board can be found on the website of the Examiners of Public Accounts, [www.examiners.state.al.us](http://www.examiners.state.al.us). The report was submitted to the Sunset Committee and the Board members were invited to attend the Sunset Committee hearing in August 2012. President Amy Price introduced the Board members to the Sunset Committee and presented information to the Sunset Committee. The legislature asked questions of Ms. Price and Executive Officer Genell Lee. There were no significant findings and the Sunset Committee subsequently recommended continuation of the Board for four more years.

## **OPEN FORUM**

The Board's policy allows for individuals or organizations to present information to the Board during a Board meeting related to any issue of concern. Presentations may occur as well to inform the Board about issues of importance in state and national arenas. The individual or organization may attend at the Board's request or may request to attend if notice is provided to the Board's Executive Officer two weeks prior to the meeting. The Board received several visitors in FY 2012.



October 2011: The Board's focus at the October 2011 meeting was long-term care in Alabama. Dr. W.T. Geary, Director of Licensing and Certification of the Alabama Department of Public Health discussed long-term care from the perspective of ADPH. Katrina Magdon, Director of Regulatory Affairs, presented information about long-term care from the perspective of the Alabama Nursing Home Association. The Board reviewed marketing plans from students at Auburn University in Montgomery (AUM) with Dr. Jeff Periatt, faculty member at AUM.

December 2011: During the December 2011 one-day meeting, Mary Foley, MSN, RN, presented information about Transforming APRN Practice in the Veterans' Administration Health System. John Hankins, EdD, MBA, MSN, RN, the Director of Public Health Nursing, presented his doctoral dissertation findings, "Male Nurse Faculty: Common Themes and Shared Meanings." Dr. James Ferguson, Medical Director, and Amanda Morrison from First Lab presented information about their services. The presentation was important as First Lab provides third-party administrator services for drug screening of licensed nurses in the Voluntary Disciplinary Alternative Program (VDAP) and those on probation. Mark Wilkerson, Esq., the Board's Hearing Officer, discussed administrative hearings and answered questions from the Board.

February 2012: The Board discussed legislative issues with Mr. Joe Decker, Executive Director of the Alabama State Nurses Association; Dr. Joy Deupree, President, Nurse Practitioner Alliance of Alabama; and Ms. Danne Howard, Vice-President, Governmental Affairs, Alabama Hospital Association.

April 2012: Staff from the UAB Addiction Recovery Program presented information about Substance Use Disorders: Assessment and Treatment. Dr. Jean Lazarus presented her final research on Accountability and Boards of Nursing.

August 2012: Kathy Apple, Chief Executive Officer of the National Council of State Boards of Nursing (NCSBN), attended the Board meeting and discussed the NCSBN process for strategic planning as well as national issues impacting Boards of Nursing.

## LICENSURE

The Board has more licensees than any other Alabama licensing board. For the last several years, the focus on improving the processes associated with licensing of nurses reduced the number of complaints received about how long it takes to obtain a license. With the exception of a few licensure applications, online applications improved the turn-around time for the issuance of a license.

A license may be obtained by examination (new graduates of nursing programs), endorsement (licensed in another state), and reinstatement (had an Alabama license and it is now lapsed, suspended, or revoked). The Alabama Board of Nursing continues to issue 90-day temporary permits that allow a first-time applicant to prac-



tice nursing until the permanent license is issued or denied. If the individual applied previously, or had a prior Alabama license (such as a lapsed license for failure to renew), a temporary permit is not allowed.

During FY 2012, the Board issued 1,648 temporary permits for registered nurse (RN) applicants by examination and 470 by endorsement. Four hundred seventeen practical nursing (PN) applicants by examination received temporary permits and 138 applicants for endorsement. A permanent license was issued to the following in FY 2012:

RN by Examination:	5,169
RN by Endorsement:	2,316
PN by Examination:	994
PN by Endorsement:	426
<b>Total Newly Licensed:</b>	<b>RN: 7,485</b>
	<b>PN: 1,380</b>

The Board issued 1,121 licenses in FY 2012 for those who had a lapsed license. An active license is required to practice in Alabama so any individual who failed to renew, the license becomes lapsed. Reinstatement is required before practice in Alabama begins again. The Board reviewed 14 applications for reinstatement of a revoked license. An individual has an opportunity to apply to reinstate a revoked license after 12 months of revocation. A report of the nursing population, based on licensure data, is in Appendix B.

### Primary Source Verification of Licensure

The Board provides primary source verification of licensure in two ways: individual request and subscription services. Individual nurses often request primary source verification of licensure if applying to practice in other states. Sometimes the Board receives a request for primary source verification from schools of nursing, law firms, and employers. The Board processed 5,773 individual primary source verification requests in FY 2012.

For a number of years, the Board offers a subscription service for primary source verification. There are three levels of service for those agencies that employ nurses and the fee depends on the level of service requested. The employer of nurses enters a license number into the subscription service and using “Push” technology, if the licensed nurse’s status or expiration date changes, an email is sent to the employer. A Level One



subscription is \$100 per year and includes the individual licensed nurse's name, license status, date of original licensure, and expiration date. A Level Two subscription is \$750 per year and includes all of Level One plus whether the licensed nurse has disciplinary action. A Level Two subscriber is also entitled to a copy of the Board Order detailing the discipline of the licensed nurse employee without paying any additional fees for the copy of the disciplinary action. A Level Three subscriber pays an annual fee of \$1,500 and in addition to the information in Level One and Two, the Level Three subscriber receives information about advanced practice nurses. The primary source verification of a Certified Registered Nurse Anesthetist (CRNA) or Clinical Nurse Specialist (CNS) includes the approval status of the individual advanced practice nurse, original date of issue, and expiration date. The primary source verification of a Certified Registered Nurse Practitioner (CRNP) and Certified Nurse Midwife (CNM) also includes the name of the collaborating physician.

The Board has a Level 4 subscription for non-employers of nurses for a \$2,000 annual fee. Insurance companies, pharmacy companies, and others often request verification in order to assure individuals are eligible to bill for services or to prescribe. The Level 4 service is not considered primary source verification.

The primary source verification does not include the licensed nurse's address, telephone number, or email address. While the Board sells its register (mailing labels), the only information provided is name and address. The nurse's name and address is considered public information so the requests to "opt out" of the mailing label sales is not allowed.

There were approximately 400 subscribers during FY 2012.

## NURSING EDUCATION

The Board regulates nursing education programs in Alabama. In order to be licensed, an applicant has to graduate or successfully complete an approved Alabama nursing education program or if from another state, one that substantially meets the same requirements as an Alabama program.

Fully Approved Programs: The Board has a rule that specifies the standards of approval of nursing education programs. The Board issues full approval once a program meets all the standards of approval and the outcome measures detailed in regulations of Chapter 610-X-3.

Provisionally Approved Program: A new program submits information and an application to the Board for approval. Until the program graduates its first class and all graduates take NCLEX®, the program remains provisionally approved. If the first-time takers of NCLEX® make 80% as a composite group, the Board makes a site visit and determines if the program should receive full approval. If the first-time takers do not make 80% as



a composite group, provisional approval is generally continued with a date-specific correction time frame.

Notice of Deficiency: Failure of a nursing education program to meet the Standards of Approval or Outcome Standards may lead to a Notice of Deficiency. The Notice of Deficiency details what area was not met. The Board provides the school with a specific date of correction.

Notice of Continued Deficiency: If the nursing education program does not correct the deficiency within the time specified, the Board may issue a Notice of Continued Deficiency. The correction date changes and gives the program additional time to correct the deficiency.

Withdrawal of Approval: The Board may withdraw approval from a nursing education program only after an administrative hearing. Should the Board determine to withdraw approval, the graduates of the program may not take NCLEX® unless approved by the Board.

Closure of Program: The program may decide to close and if so, the Board receives notification that the program will close as of a specific date. Graduates of a program that closes are still eligible to take NCLEX®.

The Board lists approved programs on the Board's website, [www.abn.alabama.gov](http://www.abn.alabama.gov) under "Nursing Programs." The programs are divided into RN and PN programs. The last three years of NCLEX® scores are listed for each program.

During FY 2012, the Board granted provisional approval to ITT-Technical Institute in Mobile and Bessemer for establishment of ADN programs. The Board also granted provisional approval to Fortis College in Montgomery for an ADN program. The Fortis Institute (formerly Tri-State) PN program in Birmingham received full approval after its first time-graduates had a composite NCLEX® score above 80%.

Nursing Education Programs are listed in Appendix C.

## CONTINUING EDUCATION

The ABN is required by Section 34-21-40, **Code of Alabama 1975**, to provide programs, seminars and workshops. In the early 1990s, the Alabama Legislature amended the Nurse Practice Act in Section 34-21-23 (f), **Code of Alabama 1975**, to require continuing education (CE) as a requirement for nursing license renewal. Currently, the Board implements the CE requirements mandated by the statute by auditing licensed nurses each renewal period, by approving continuing education providers who offer continuing education opportunities to Alabama nurses and by recognizing additional providers that provide or approve continuing education in accordance with criteria that are substantially the same as those required of Alabama Board of Nursing approved providers of continuing education as set forth in ABN Administrative Code, Chapter 610-X-10.



## Approved Providers of CE

Alabama Board of Nursing-Approved Providers, recognized by their ABN Provider number (ABNPXXXX) and expiration date, have successfully completed an application process in compliance with ABN Administrative Code, Chapter 610-X-10. Approved providers electronically transmit all continuing education contact hours earned by the licensed nurse directly to the Alabama Board of Nursing.

During FY 2012, the Board approved 48 applications for Approved Providers of Continuing Education, bringing the total number of Board-Approved Providers of CE to more than 350.

FY 2012 approvals were as follows:

Eight (8) initial applications

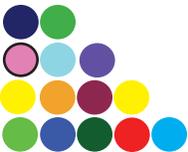
Thirty-two (32) continued applications

Eight (8) reinstatement applications

## Recognized Providers of CE

Nurses may also obtain their contact hours from an ABN-recognized provider. ABN-recognized providers are those that substantially meet the requirements as those of ABN-approved providers. Examples of Board-Recognized CE providers are:

- A state board of nursing in the US or its territories that approves CE
- National associations or organizations accredited by a national continuing education body such as the American Nurses Credentialing Center (ANCC) or the International Association for Continuing Education and Training (IACET)
- National nursing organizations that approve providers of CE or offer CE
- An Alabama regulatory board that provides CE
- AMA Physician's Recognition Award (PRA) Category 1 credits sponsored or conducted by those organizations or entities accredited by the Council on Medical Education of the Medical Association of the State of Alabama or by the Accreditation Council for Continuing Medical Education (ACCME)



- Standardized national courses approved by a national organization that establishes the standardized course.
- State nurses associations.
- Colleges or universities that are accredited by an organization recognized by the U.S. Department of Education and have continuing education as part of their mission and provide CE.

Licensed nurses earning CE contact hours from ABN-Recognized providers must enter their course information as awarded to their online continuing education record without conversion.

### **CE Provider Education**

A series of three videos are available on the Board’s website to provide education on the requirements and responsibilities of being an ABN- Approved Provider of Continuing Education for all program directors. The first video provides an overview of Continuing Education Rules for ABN-Approved Providers of CE and the second video provides reference to rules that the provider must answer in the application process with regard to the responsibilities of the Program Director. Use of the TriComm Card Reader (TriCorder) for electronic transmission and Data Management is covered in the third video. Also available online are directions for downloading software for the TriCorder for various operating systems, including Windows 7.

### **CE Provider Audits**

In addition to the continuation application process, scheduled quarterly audits of CE providers are conducted to monitor adherence to the rules. Audits of ABN-Approved Providers of CE in FY 2012 revealed provider difficulty in meeting the rules particularly the areas listed below.

Contact Hours: The unit of measure for continuing education contact hours by Board-Approved Providers is 50 minutes of a learning activity equals one contact hour. “Contact hour” and “Continuing Education Unit” (CEU) are not synonymous terms: One Contact hour = 0.1 Continuing Education Unit (CEU).

RN Nurse Consultant to the CE Provider: ABN Administrative Code, Rule 610-X-10-.06(2)(b)(i) requires that, when the program director is not a registered nurse, there shall be evidence of consultation by a registered nurse licensed in Alabama. The Board surveyed those CE providers that did not have an RN consultant and provided direction to those programs without an RN consultant.

Test Scores: While test scores may be used for determination of competency as governed under facility/ agency policy, Section 34-21-23 (g), **Code of Alabama 1975** states that continuing education contact hours



cannot be awarded based upon a “passing or failing grade”.

Fraudulent Submission of Contact Hours: The Board determined that one provider had awarded contact hours when the speaker did not present and no continuing education activity occurred. Committing fraud in awarding contact hours results in retirement of the provider number.

In addition to the scheduled quarterly audits, ninety-eight (98) ABN-Approved Providers of CE that had not electronically transmitted contact hours for the prior six (6) months were identified and contacted. Education and follow-up was provided for those approved providers who had neglected to electronically transmit contact hours.

### **The Board’s Continuing Education for Licensed Nurses**

As an approved provider of continuing education, the Alabama Board of Nursing provides courses and electronically transmits any contact hours awarded as any other provider. Continuing education by the ABN is available through the online Mandatory Class for New Graduates as well as all licensed nurses. The mandatory class consists of seven (7) sessions that provide an overview of the ABN including:

- The Alabama Board of Nursing
- Standards of Practice and Scope of Practice
- Grounds for Discipline
- Licensure
- The Impaired Nurse
- Continuing Education
- Ethical Issues and Nursing Practice

The Board offers two online courses for advanced practice nurses:

- Advanced Practice Nursing – Standards, Approval and Renewal
- Advanced Practice Nursing – Regulations for CRNP & CNM in Collaborative Practice.

There are two (2) online programs available to assist the “Soon to be Nursing Graduate” in completing their licensure application and to apply to take the NCLEX®.

### **CE Audit of Licensed Nurses**

After the license renewal period, the Board audits licensed nurses for compliance with the CE requirements for renewal. Selection criteria for the CE audit include two percent (2%) of renewing licensed nurses selected randomly, licensed nurses who failed a prior audit, or licensed nurses who did not respond in a timely



manner to a previous audit.

The Board conducted an audit of continuing education by licensed practical nurses for 2011 LPN license renewal in January 2012. The audit required that the response be in writing with the submission of a copy of the nurse's Individual CE record; a copy of the certificate for any manual entry made by the nurse on the Individual CE Record; and a copy of the transcript for any academic hours claimed as contact hours.

Of the three hundred forty-one (341) nurses audited, one hundred six (106) had entries only by ABN-Approved Providers of CE and 99% of the LPNs audited successfully passed the audit.

**FY 2012 ABN-APPROVED PROVIDERS OF CE**

Total Approved Providers	355
Out of State Providers	8%
Program Director is RN	75%
<b>TYPE/Classification of APPROVED PROVIDERS</b>	
Hospital/Medical Center	26%
Other	21%
Home Health/Hospice	10%
Nursing Home/Nursing & Rehab	10%
College/University/School	9%
Outpatient Services including clinics	6%
Self-Employed	6%
State Associations	5%
Mental Health Service	3%
Rehab Center	2%
Public Health Agencies	< 1%
Regional/National Association	< 1%



## SUMMARY OF CE PROVIDER APPLICATIONS IN FY 2012

	<b>Applications REVIEWED (unduplicated)</b>	<b>Total applications APPROVED</b>	<b>Initial Applications Approved</b>	<b>Continuation Applications Approved</b>	<b>Reinstatement Applications Approved</b>	<b>Pending</b>
<b>FY 2012</b>	95	48	8	32	8	10

## NURSING PRACTICE

### Standardized Procedures

ABN Administrative Code, Rule 610-X-6-.12 requires that any practice beyond a licensed nurse's basic education in all facilities, agencies, companies, outpatient settings and practices requires a submission to and subsequent approval by the Board of a standardized procedure (SP). The submission begins with completion of an application found on the ABN website under "Nursing Practice." The SP application must be approved by the facility/agency/company chief nursing administrator with an unencumbered Alabama RN license, chief medical officer with an Alabama license and chief executive officer for the Alabama organization, as evidenced by their respective signatures.

Accompanying the SP application available on the ABN website must be the following:

- Policy and procedure including level of supervision and if the SP is restricted to a specific group of licensed nurses (critical care nurses, for example)
- Organized program of study including instructor qualification
- Plan for supervised clinical practice
- Plan for demonstration of competency, initially and at periodic intervals

Once the application has been submitted to the ABN, the Board action may include approval; approval as a pilot project for a period of time not to exceed twelve months with reports to the Board at intervals specified by the Board; or denial of the application.

During FY 2012, of the thirty-five (35) Standardized Procedure applications reviewed by the ABN, twenty-one (21) were approved after the finding that the application contained the required elements of the rule and had been previously approved by the ABN and two (2) applications were approved that had not been previously approved by the Board. Two (2) applications were denied and seven (7) were closed and subsequently not approved due to lack of follow-up by the submitting agency/facility.



## **FY 2012 Annual Report of Standardized Procedures Reflecting Practices/Procedures in 2011**

ABN Administrative Code, Rule 610-X-6-.12(6), Standardized Procedures, requires the chief nursing officer of a licensed hospital to submit to the Board an annual report of procedures or practices beyond nurses' basic education in their respective facility or agency. Beginning with the 2006 report and continuing through the 2012 report, an on-line report available on the Board's website has been used and the report has been limited to hospitals, nursing homes, home health and hospice agencies, infusion companies, ambulatory surgery centers and dialysis centers. The medical sections of the Department of Corrections began reporting in 2008 as did the Medical Transport Companies that include helicopter staff that provide ACLS and trauma care at accident scenes, as well as transport from one facility to another. Fixed wing services and ground ambulances that provide transport from one facility to another also began reporting in 2008.

The SP report reflects data compiled from submissions of the various facility and agency types in Alabama in order to provide the Board with information about practice beyond basic education. The analysis of the data by the Board includes the ranking of of the top ten (10) SP by facilities and additions of SP since the implementation of Standardized Procedures rule. At the request of facilities and agencies, the report for hospitals was further subdivided by number of licensed beds (<50, 50-100, 101-300, 301-400, >400) to better reflect the various types of practices beyond basic education being provided.

### Hospitals <50 beds

Alabama hospitals with less than 50 beds reported no new procedures in FY 2012. The ranking of insertion and removal of nasogastric tubes increased from 7 to 3; changing and reinsertion of gastrostomy tubes decreased from 4 to 6; arterial punctures increased from 9 to 7; and cardioversion decreased from 5 to 8.

### Hospitals 50-100 beds

In Alabama hospitals with 50-100 beds, the procedure of wound assessment, care and management was added to the 2012 report by the CNOs.

### Hospitals 101-300 beds

In Alabama hospitals with 101-300 beds, the procedures of wound assessment, care and management and application and management of temporary external pacemakers were added to the current report by the CNOs.



### Hospitals 301-400 beds

In Alabama hospitals with 301-400 beds, the procedure of access and management of central venous lines, ports and peripherally inserted central catheters (PICCs) increased in cumulative ranking from 8 to 5; neonatal nursing procedures decreased from 2 to 6; and application and management of temporary external pacemakers decreased from 6 to 8. The procedure of wound assessment, care and management was added to the 2012 report by the CNOs.

### Hospitals >400 beds

In Alabama hospitals with more than 400 beds, the procedure of wound assessment, care and management was added to the 2012 report by the CNOs.

### Ambulatory Surgery Centers

No new procedures beyond basic education were reported. Infection control decreased in ranking from 2 to 9.

### Nursing Homes

There was no change reported in procedures beyond basic education or ranking of the procedures in Alabama nursing homes.

### Home Health

Management of chest and pleural-peritoneal tubes decreased in ranking from 6 to 8. Administration of longer infusions (IGG, IVIG, Chemotherapy, Dobutamines and Inotropics) was added by the CNOs to the 2012 report.

### Hospice

In hospice agencies, pain management to include oral, subcutaneous, intravenous, rectal, and transdermal medications and nebulized morphine increased in ranking from 4 to 1. Wound assessment, care and management decreased in ranking from 8 to 10.



## Medical Transport

In medical transport companies, needle decompression of tension pneumothorax increased in ranking from 6 to 4 and cardioversion increased from 9 to 6.

## End Stage Renal Dialysis Centers (ESRDs)

There was no change reported in procedures beyond basic education or ranking of the procedures in the ESRDs for the 2012 report.

## Infusion Companies

Infusion companies continue to be non-regulated and difficulty continues with identification and completion of this report. The companies that reported increased the ranking of the application, care and maintenance of Wound Vacs® from 9 to 6.

## State Corrections

State correctional facilities contracted through Corizon Health began the reporting of standardized procedures beyond basic education with the 2008 Report. No new procedures beyond basic education were reported for the 2012 report.

Specific data is located in Appendix D.

## **ADVANCED PRACTICE NURSING**

The Alabama Board of Nursing (ABN) regulates Advanced Practice Nursing (APN) including four advanced practice categories. The Board approved 464 applicants in FY 2012, an increase of 103 (28%) from FY 2011. Certified Registered Nurse Practitioner (CRNP) and Certified Registered Nurse Anesthetist (CRNA) approvals comprised the bulk of the growth.

<b>Advanced Practice Category</b>	<b>Initial Issue FY 2011</b>	<b>Initial Issue FY 2012</b>	<b>Active on Sept 30, 2012</b>
Certified Nurse Midwife (CNM)	1	3	28
Certified Registered Nurse Anesthetist (CRNA)	94	109	1654
Certified Registered Nurse Practitioner (CRNP)	261	345	2567
Clinical Nurse Specialist (CNS)	5	7	98
<b>TOTAL</b>	<b>361</b>	<b>464</b>	<b>4347</b>



The Board grants approval for advanced practice nursing on the same two-year license schedule as the RN license (January 1, 2011 through December 31, 2012; January 1, 2013 through December 31, 2014). In addition to the RN wallet card, the Board issues a wallet card designating the effective dates for advanced practice approval.

Continuous national certification is required to maintain Advanced Practice Nursing approval. If an APN national specialty certification expires prior to the RN license, the APN approval expires concurrent with the national certification. The Board requires primary source verification from the national certification agency confirming continued certification. Practicing as an Advanced Practice Nurse without current approval from the Board is a violation subject to disciplinary action on the RN license.

### **Consensus Model for Advanced Practice Registered Nursing Regulation**

The ABN Strategic Plan for 2009 – 2013 includes evaluation of the *Consensus Model for APRN Regulation: Licensure, Accreditation, Certification and Education*. The National Council of State Boards of Nursing (NCSBN) provides current and historical documents on the development and implementation of the APRN Consensus Model ([www.ncsbn.org/aprn](http://www.ncsbn.org/aprn)).

NCSBN developed suggested statutory language for state Nurse Practice Acts and Board of Nursing regulations, which provides a template for consistency in proposing changes to a state's Nurse Practice Act. The Alabama Nurse Practice Act and the ABN Administrative Code are consistent with several elements of the model statute and regulations, but differ from other components in the model language.

The Consensus Model defines Advanced Practice education in one role (CNM, CRNA, CRNP or CNS) with a focus on one of six patient populations. Clinical Nurse Specialist and Nurse Practitioner roles and populations are subdivided into six groups:

- 1)Family/Individual across the lifespan
- 2)Adult-Gerontology
- 3)Neonatal
- 4)Pediatric
- 5)Psychiatric-Mental Health
- 6)Women's Health/Gender Related

The *Consensus Model* has led to evaluation of APRN specialty certification examinations. The Board previously recognized the American Nurses Credentialing Center (ANCC) certification for Advanced Diabetes Management as meeting the criteria for CNS certification. Sub-specialty examinations, such as diabetes man-



agement, do not meet the *Consensus* criteria for entry-to-practice in an advanced practice nursing role. ANCC discontinued the examination and the American Association of Diabetes Educators purchased rights to the certification. However, the AADE certification is not specific to Clinical Nurse Specialist or Nurse Practitioner. Registered Pharmacists and master's prepared Registered Nurses take the same AADE examination for Advanced Diabetes Management. After reviewing the AADE certification for Advanced Diabetes Management, the Board determined that the examination and recertification process did not meet the requirements for initial or continued certification as a Clinical Nurse Specialist.

### **Collaborative Practice for CNMs and CRNPs**

The Board has sole authority to determine the qualifications of Certified Nurse Midwives (CNM) and Certified Registered Nurse Practitioners (CRNP). CNMs and CRNPs are required to practice within an approved collaboration protocol with a qualified physician. The Alabama Board of Medical Examiners (ABME) determines qualifications for physicians in collaborative practice.

The Board of Nursing and the Board of Medical Examiners receive recommendations from the Joint Committee for Advanced Practice Nurses regarding collaborative practice of CNMs and CRNPs with physicians. Each Board appoints three members to the committee, with a staggered schedule of three-year appointments. The committee met six times in FY 2012, with Grace Grau, MSN, CRNP as chairperson.

### **Joint Committee for Advanced Practice Nursing**

#### **Fiscal Year 2012**

<b>Member</b>	<b>City</b>	<b>Term</b>
Grace Grau, MSN, CRNP	Leeds	2009 - 2012
Carol Stewart, MSN, CRNP	Montgomery	September 2011 - 2013
Cynthia Messer, MSN, RN, CNM	Saraland	2011 - 2014
Paul Nagrodzki, MD	Homewood	2008 - 2014
George C. Smith, Sr., MD	Lineville	2009 - 2012
Boyde Jerome (Jerry) Harrison, MD	Haleyville	2010 - 2013

The CNM or CRNP may have separate approval for collaboration with two or more physicians. The number of approved collaboration protocols (all CRNPs, CNMs and all collaborating physicians) fluctuates daily as nursing and physician personnel move in and out of employing agencies. In FY 2012, upon recommendation by the Joint Committee, the Board approved 796 new collaboration protocols for CRNPs and two (2) new collaboration protocols for CNMs. At the close of FY 2012, eighteen CNMs and 2019 CRNPs held approval for



collaboration with one or more physicians. This number (n = 2037) marks an increase of 6.0% over FY 2011 (n = 1920). The Board also approved 157 applications to modify the collaboration protocol with the addition of practice sites, specialty formulary or additional duties.

<b>Collaborative Practice Status on 9/30/2012</b>	<b>CNM</b>	<b>CRNP</b>
Current Qualification, Not in Collaborative Practice	6	213
Collaborative Practice with One Physician	17	1618
Collaborative Practice with Two or More Physicians	1	401
Total	24	2232

The Nurse Practice Act requires CRNPs and CNMs to collaborate with a physician licensed to practice in Alabama. In federal facilities, clinicians may hold a license to practice in any state or US territory. Consequently, physicians in federal facilities located in Alabama are not required to hold an Alabama medical license. Consequently, a CRNP or CNM employed in a US military or Veterans Administration facility may not have access to an Alabama-licensed physician. The regulations for collaborative practice, jointly adopted by the Board of Nursing and the Board of Medical Examiners, provide an exception allowing a CRNP or CNM employed in a federal facility to collaborate with a physician who is licensed by another state or territory. In this circumstance, the Alabama Board of Medical Examiners has no jurisdiction over the physician’s practice in the federal facility.

The Board of Nursing approved the collaboration protocol for Sarah Franklin, CRNP with Dr. Martin Schnier, who is licensed by the state of Florida, and waived the requirement for on-site collaboration equal to ten percent of Ms. Franklin’s scheduled hours. Ms. Franklin practices in Selma Community Based Outreach Clinic of the Tuscaloosa Veterans’ Affairs Medical Center. She has telecommunication access to Dr. Schnier or a covering physician at all times when patients are scheduled in her clinic.

## **LEGAL DIVISION**

During FY 2012, the Board addressed the assessment and treatment of substance use disorders, drug screening, and the use of buprenorphine. The Board also reviewed processes for the Voluntary Disciplinary Alternative Program (VDAP), probation monitoring, and reinstating a revoked license.

Should a problem arise with a licensee, a written complaint may be submitted to the Board. Legal Division staff processes complaints in accordance with the Alabama Nurse Practice Act and the ABN Administrative Code. The Board may take action against a nursing license if proof exists that the nurse or applicant for a nursing license has violated state nursing laws or rules. A majority of complaints are resolved through informal processes. A licensed nurse whose competence or safety to practice is impaired or compromised due to the use or abuse of drugs or alcohol or as a result of a physical or mental condition may be eligible for participation in VDAP.



In other instances, a formal administrative hearing is held before an Administrative Law Judge. Throughout the complaint process, the licensed nurse's due process rights are ensured by the Alabama Nurse Practice Act and the Alabama Administrative Procedures Act.

Although the Board received 1,530 complaints during the fiscal year, this number represents only 1.8 percent of the Board's total number of licensees. Of the complaints received during the fiscal year, the most frequently reported issues were alleged unprofessional conduct, substance abuse, and arrests or convictions. Board staff closed 649 cases without disciplinary action and closed 65 cases by licensed nurse agreements to participate in VDAP. The Board disciplined the license of 529 licensed nurses. An additional 35 licensure revocations occurred pursuant to prior orders of suspension which converted to revocations when licensure reinstatement was not achieved within 12 months. The total number of disciplinary actions represents less than one percent of the Board's licensed nurses. The Board's disciplinary actions are publicly available and are reported to all required data banks and other boards of nursing. In FY 2012, the Legal Division processed 558 requests for public records. At the close of the fiscal year, 1,151 complaints were pending.

Activities of the legal division for FY 2012 are listed in Appendix E. Disciplinary actions against individual licensed nurses are listed in Appendix F.

## **POST-BACCALAUREATE NURSING SCHOLARSHIPS**

The Board was appropriated \$22,945 for Post-Baccalaureate scholarships for FY 2012. 15 applicants received \$1,529.67 each under this program. The recipients were required to 1) have an active, unencumbered Alabama Registered Nurse license, 2) seek a Masters or Doctorate degree in nursing or nurse anesthesia in an accredited school of nursing in Alabama, and 3) complete a commitment of one year of nursing practice in Alabama following graduation.

A chart of Post-Baccalaureate Nursing Scholarship recipients for FY 2012 is included in Appendix G.

## **NURSING INSTRUCTOR SCHOLARSHIPS**

The Board was appropriated \$150,000 for Nursing Instructor scholarships for FY 2012. 20 applicants received \$7,500 each under this program. The recipients were required to 1) have an active, unencumbered Alabama Registered Nurse license, 2) seek an advanced degree enabling the recipient to teach nursing in Alabama colleges or universities, and 3) complete a commitment of teaching nursing full-time in an Alabama college or university for one year following graduation.

A chart of Nursing Instructor Scholarship recipients for FY 2012 is included in Appendix G.



# BOARD'S FINANCIAL INFORMATION

## Revenues and Expenditures – Information & Comparison

Estimated revenues for FY 2012 were projected to be \$3,208,410. Actual receipts to the Alabama Board of Nursing Trust Fund totaled \$3,951,557.44, or 123.16% of budgeted revenues. The total amount of revenues received over the budgeted estimate was \$743,147.44. All major categories of revenue were ahead of estimated projections for FY 2012.

Estimated expenditures for FY 2012 were projected to be \$6,063,911. Actual expenditures from the Alabama Board of Nursing Trust Fund totaled \$4,488,934.82, or 74.03% of budgeted expenditures. The remaining budget balance was \$1,574,976.18. No expenditure categories had major overruns.

### Revenues:

Licenses and Permits	\$ 2,949,810.00
Examination Fees	\$ 509,700.00
Board Penalties	\$ 130,430.00
Miscellaneous Fees	\$ 358,030.29
Other Revenues	\$ 3,587.15
<b>Total Revenues</b>	<b>\$ 3,951,557.44</b>

### Expenditures:

Salaries and Benefits	\$ 3,254,405.97
Travel Expenses	\$ 50,187.88
Operating Expenses	\$ 1,155,022.97
Equipment Purchases	\$ 29,318.00
<b>Total Expenditures</b>	<b>\$ 4,488,934.82</b>



## Internal Audits & Dishonored Checks

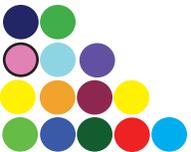
During FY 2012, ABN conducted internal audits of revenues, expenditures and the licensing process. The licensing processes reviewed included receipt of application, receipt of fees, issuance of licenses and imaging of records associated with each license. Any inaccuracies were noted, forwarded to the appropriate person, and corrected.

In 2001, the Board was given the legal authority, by legislative action, to accept personal checks as payment for fees and fines. The Board does not accept third party checks, counter checks or checks drawn on out of state banks. The majority of monetary transactions occur online (94.6%) and the number of checks received by the Board is minimal in relation to the total number of transactions processed by the Board.

A chart of dishonored checks received during FY 2012 is included in Appendix H.



## **APPENDIX A: FY 2012 BOARD ACTIONS**



## FY 2012 BOARD ACTIONS

### October 2011

- EO Evaluation and EO Succession planning tabled until November 2011 meeting.*
- Established process for EO evaluation.*
- Revised EO succession plan and determined to review annually.*
- Informally established subcommittee to revise executive officer evaluation tool.*
- Elected Amy Price as President for calendar year 2012.*
- Elected Martha Lavender as Vice-President for calendar year 2012.*
- Rejected application for new ADN program at ITT Technical Institute-Mobile.*
- Rejected application for new ADN program at ITT Technical Institute-Bessemer.*
- Issued Notice of Compliance to Bevill State Community College based on prior deficiency for clinical supervisors not having Alabama license.*
- Reviewed letter of intent and feasibility study for Fortis College, Montgomery for new ADN program.*

### November 2011

- Reversed decision and approved new ADN program at ITT Tech Mobile and Bessemer.*
- Provided provisional approval to Judson College ADN program.*
- Approved Notices of Compliance to all LPN programs for exceeding standard of 80% for first-time NCLEX takers.*
- Approved Notice of Deficiency to Chattahoochee Community College ADN Program for failure to meet the 80% minimum for first-time NCLEX writers.*
- Approved Notices of Correction to RN programs that improved NCLEX scores to above the 80% minimum for first-time writers: University of Mobile ADN; Lawson State Community College ADN; Bevill State Community College ADN; Bishop State Community College ADN; Jefferson Davis Community College ADN; Central Alabama Community College ADN; Wallace Community College Dothan ADN; LBW Community College-McArthur Campus ADN.*
- Approved Notice of Deficiency and Continued Provisional Approval to Virginia College-Birmingham and Virginia College-Montgomery for failure to meet the 80% passing standard for first-time writers of NCLEX.*
- Approved Notice of Compliance to RN programs that met the 80% passing standard for first-time writers of NCLEX.*
- Approved enforcing scholarship agreement and promissory note for April Zaiden.*

### December 2011

- Reviewed follow up progress report from Central Alabama Community College ADN Program and provided direction regarding additional information required.*
- Reviewed follow up progress report from Wallace Community College Dothan ADN Program and provided direction regarding additional information required.*
- Reviewed follow up progress report from Bevill Community College ADN Program and provided direction regarding additional information required.*
- Reviewed follow up progress report from Lurleen B Wallace Community College ADN Program.*
- Reviewed follow up progress report from Jefferson Davis Community College ADN Program*
- Granted petition for declaratory ruling to allow licensure by endorsement—Alison Sherman*
- Denied petition for declaratory ruling to allow licensure by endorsement—Bonnie Kemble*



## January 2012

- Approved “Know Your Nurse” as the marketing campaign slogan.*
- Provided EO evaluation.*
- Approved extension and additional \$500,000 for agreement with University of Alabama for licensing management system.*
- Approved 2012 Continuing Education Plan.*
- Granted full approval to Fortis Institute PN program (formerly Tri-State).*
- Approved amendments to Rule 610-X-3-.05, Outcome Standards.*
- Approved amendments to Rule 610-X-3-.02, Standards of Approval.*
- Approved amendments to Rule 610-X-3-.06, Deficiencies.*
- Approved new Rule 610-X-3-.11, Withdrawal of Approval.*
- Provided feedback on proposed 2013 NCLEX-RN test plan.*

## February 2012

- Reaffirmed Board’s Mission, Values and Vision.*
- Approved revised organizational chart.*
- Granted provisional approval to Fortis College-Montgomery ADN Program.*
- Reviewed requested responses for additional information from Wallace Community College-Dothan ADN Program; Central Alabama Community College ADN Program; Bishop State Community College ADN Program; and Beville State Community College ADN Program.*
- Talking points for problems for Board with HB 56, Immigration Law distributed; draft letters to Board members*

## March 2012

- Rejected support of proposed nurse practitioner bill as written because of the omission of certified nurse midwives, Board of Medical Examiner control, and creation of another barrier to access to care for patients.*
- Remanded nursing education annual report to Education Committee for a comprehensive analysis and recommendation at future board meeting.*

## April 2012

- Reviewed Board self-evaluation tools.*
- Approved standardized procedure application for Cannulation of Artery—AirMed International, Inc.*
- Denied standardized procedure application for Pericardiocentesis—AirMed International, Inc.*
- Denied standardized procedure application for Insertion Procedure from Hormone Replacement Medical Centers in Alabama*
- Approved standardized procedure application for LPN Administration of Defined Medications via IV Push—Stringfellow Memorial Hospital*

## May 2012

- Removed professional development goals from EO evaluation for 2012.*



- Approved development and implementation of Deputy Director Position.*
- Approved dividing Governmental Relations Manager position with Department of Senior Services.*
- Reviewed out of state travel policy.*
- Denied Recertification for CNS in Adult Diabetes Management.*
- Approved request for Diantha Miller to perform axillary Botox injections for hyperhidrosis*
- Approved Federal Practice and waived collaboration rule for CRNP in practice at VA Outreach clinic in Tuscaloosa*
- Approved brochure language for 2012 RN renewal.*

#### June 2012

- Approved amendment to ABN Administrative Code, Rule 610-X-5-.08 and .19, Requirements for Collaborative Practice*
- Elected Carol Stewart and Greg Howard as Delegates to Annual Meeting.*
- Elected Maggie Hopkins and Melissa Bullard as Alternate Delegates to Annual Meeting.*
- Reviewed Recommendations to NCSBN Annual Meeting.*

#### July 2012

- Corrected minutes of June 21, 2012.*
- Reviewed board self-evaluation form and process from executive committee.*
- President Amy Price appointed Carol Stewart as Secretary to replace Greg Pugliese who resigned from the Board effective July 31, 2012.*
- Reviewed materials from Executive Officer Evaluation Committee and made suggested changes. Sent back to Committee to revise.*
- Viewed webinar on paperless board meetings with meeting information contained in the "cloud."*
- Approved plans for public hearings related to bill in 2012 regular session granting prescriptive authority for controlled substances.*
- Approved requirements for graduate scholarships in line with new statute.*

#### August 2012

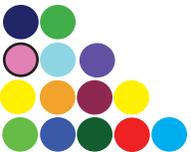
- Discussion of suboxone and Board guidelines.*
- Approved corrected consent order for Sharotta Denise Jones.*

#### September 2012

- Approved Board compensation for FY 2013 at \$161 per day with President receiving an additional \$161 per month.*
- Approved amendments to ABN Administrative Code, Rule 610-X-4-.14, Fees.*
- Awarded scholarships to 27 applicants.*
- Directed EO to respond to sponsors of federal legislation that would require Board to consider experience of military personnel for licensure as RN.*



## **APPENDIX B: REPORT OF NURSING POPULATION**



**PRACTICAL NURSES LICENSED IN ALABAMA**

**2002-2012**

	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
<b>Employed, Nursing</b>	12,105	13,123	13,238	14,684	13,801	7,816	7,833	5,959	6,115	12,390	12,900
<b>Full Time</b>	10,860	11,446	11,538	12,630	11,980	5,629	5,650	4,484	4,611	11,347	11,347
<b>Part-Time</b>	1,245	1,677	1,700	2,054	1,821	2,187	2,183	1,475	1,504	1,043	1,553
<b>Employed, Non-Nursing</b>	461	38	48	321	406	559	565	459	476	363	449
<b>Not Em-ployed</b>	571	551	579	693	603	764	771	528	549	724	724
<b>Student*</b>	74	132	132	191	150	92	91	11	19	197	197
<b>Retired*</b>	104	203	206	301	242	378	380	193	193	194	743
<b>No Response</b>	2,954	854	2,308	NA	1,805	7,402	7,406	7,227	7,295	NA	NA
<b>Located in Alabama</b>	16,269	14,901	16,511	16,190	17,007	17,011	17,046	15,524	17,435	15,619	NA
<b>Located out of state</b>	813	547	748	723	935	872	915	823	1,384	937	NA
<b>TOTAL</b>	17,082	15,448	17,259	16,913	17,942	17,883	17,961	16,347	18,819	16,556	15,013



## REGISTERED NURSES LICENSED IN ALABAMA

2002-2012

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
<b>Employed, Nursing</b>	35,966	36,138	37,989	38,427	40,951	42,787	41,216	42,437	40,220	NA	51,883
<b>Full Time</b>	29,651	29,766	31,185	31,580	33,993	35,347	34,175	35,419	33,659	NA	44,471
<b>Part-Time</b>	6,315	6,372	6,804	6,847	6,958	7,440	7,041	7,018	6,561	NA	7,412
<b>Employed, Non-Nursing</b>	37	62	377	662	1,422	1,514	1,454	1,417	1,313	NA	1,312
<b>Not Employed</b>	571	1,519	1,678	1,651	1,631	1,945	1,745	1,690	1,529	NA	2,647
<b>Student*</b>	206	217	250	204	10	27	18	25	28	NA	233
<b>Retired*</b>	677	682	850	811	1,012	1,256	1,019	807	672	NA	743
<b>No Response</b>	2,878	4,319	4,077	418	787	612	590	700	668	NA	536
<b>Located in Alabama</b>	40,335	42,937	45,221	42,173	45,813	48,141	46,042	52,793	54,903	57035	60724
<b>Located out of state</b>	3,182	3,909	4,882	3,377	3,639	5,225	4,142	6,472	6,179	7167	8583
<b>TOTAL</b>	43,517	46,846	50,103	45,550	49,452	53,366	50,184	59,265	61,082	64202	69307



## **APPENDIX C: NURSING EDUCATION**



## PRACTICAL NURSING EDUCATION PROGRAMS IN ALABAMA

Name of School/Director of Program	Address/Telephone Number	NCLEX FY 09-10 # Candidates Percent Pass	NCLEX FY 10-11 # Candidates Percent Pass	NCLEX FY 11-12 # Candidates Percent Pass
<a href="#">ALABAMA SOUTHERN COMMUNITY COLLEGE</a>  Joy Kiracofe  MSN, RN  Chair, Practice Nursing	P.O. Box 2000 Thomasville, AL 36784 251-575-3160	27  92.6	33  97.0	38  92.1
<a href="#">BEVILL STATE COMMUNITY COLLEGE</a>  Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/ Nursing Division Chair	1411 Indiana Ave. Jasper, AL 35501  205-387-0511 ext. 5740	51  100.0	95  94.7	88  90.9
<a href="#">BISHOP STATE COMMUNITY COLLEGE</a>  Kim Rawson MSN RN Director of Nursing	1365 Martin Luther King Drive Mobile, AL 36603  251-405-4497	17  94.1	22  95.5	20  95.0
<a href="#">CALHOUN COMMUNITY COLLEGE</a>  Lynn S. Hogan DNP, RN  Nursing Program Director	P.O. Box 2216 Decatur, AL 35609-2216  256-306-2800	45  97.8	34  97.1	35  97.1



<p><a href="#"><u>CENTRAL ALABAMA COMMUNITY COLLEGE</u></a></p> <p>Coosa Valley School of Nursing</p> <p>Melenie C. Bolton, RN, PhD Associate Dean of Health Sciences</p>	<p>34091 US Highway 280 Childersburg, AL 35044</p> <p>256-378-5576, ext. 6581</p>	<p>42</p> <p>92.9</p>	<p>32</p> <p>100.0</p>	<p>22</p> <p>100.0</p>
<p><a href="#"><u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u></a></p> <p>Resa Lord MSN, RN Chair of Health Sciences</p>	<p>2602 College Drive Phenix City, AL 36869</p> <p>334-291-4925</p>	<p>16</p> <p>100.0</p>	<p>14</p> <p>100.0</p>	<p>9</p> <p>77.8</p>
<p><a href="#"><u>DRAKE STATE TECHNICAL COLLEGE</u></a></p> <p>Deborah Milling RN, MSN Division Chair, Health Sciences Division</p>	<p>3421 Meridian Street North Huntsville, AL 35811</p> <p>256-551-3158</p>	<p>57</p> <p>91.2</p>	<p>47</p> <p>89.4</p>	<p>51</p> <p>84.3</p>
<p><a href="#"><u>FAULKNER STATE COMMUNITY COLLEGE</u></a></p> <p>Jean Graham MSN Director of Nursing and Allied Health</p>	<p>1900 U.S. Hwy 31 South Bay Minette, AL 36507</p> <p>251-580-2293</p>	<p>13</p> <p>100.0</p>	<p>11</p> <p>100.0</p>	<p>16</p> <p>100.0</p>
<p><a href="#"><u>FORTIS INSTITUTE</u></a></p> <p>Sara Rich Wheeler PhD, RN Director of Nursing</p>	<p>100 London Pky Suite 150 Birmingham, AL 35211</p> <p>205-940-7800</p>	<p>Provisionally approved November 2008</p>	<p>Provisionally approved November 2008</p>	<p>41</p> <p>70.7</p>



<p><a href="#"><u>GADSDEN STATE COMMUNITY COLLEGE</u></a></p> <p>Connie Meloun MSN, RN Assistant Dean of Health Sciences</p>	<p>P.O. Box 227 Gadsden, AL 35902-0227</p> <p>256-549-8457</p>	<p>68</p> <p>100.0</p>	<p>58</p> <p>100.0</p>	<p>46</p> <p>93.5</p>
<p><a href="#"><u>HERZING UNIVERSITY</u></a></p> <p>Cynthia Hall MSN, RN Nursing Program Director</p>	<p>280 West Valley Avenue Birmingham, AL 35209</p> <p>(205)916-2800 Fax: (205)916- 2807</p>	<p>46</p> <p>82.6</p>	<p>49</p> <p>85.7</p>	<p>38</p> <p>89.5</p>
<p><a href="#"><u>LAWSON COMMUNITY COLLEGE - BESSEMER CAMPUS</u></a></p> <p>Katrina Swain MSN, RN Interim Department Chair</p>	<p>3060 Wilson Rd. S. W. Birmingham, AL 35221</p> <p>205-428-6391, ext. 305</p>	<p>35</p> <p>94.3</p>	<p>19</p> <p>94.7</p>	<p>15</p> <p>100.0</p>
<p><a href="#"><u>LURLEEN B. WALLACE COMMUNITY COLLEGE-MACARTHUR CAMPUS</u></a></p> <p>Nancy Smith MSN, RN Chair, Health Sciences</p>	<p>P.O. Drawer 910 Opp, AL 36467</p> <p>334-493-3573, ext. 275</p>	<p>36</p> <p>88.9</p>	<p>43</p> <p>93.0</p>	<p>54</p> <p>81.5</p>
<p><a href="#"><u>NORTHEAST ALABAMA COMMUNITY COLLEGE</u></a></p> <p>Dr. Cindy Jones, Director of Nursing Education</p>	<p>P.O. Box 159 Rainsville, AL 35986</p> <p>256-228-6001, ext 316</p>	<p>26</p> <p>100.0</p>	<p>37</p> <p>91.9</p>	<p>31</p> <p>80.6</p>



<a href="#"><u>NORTHWEST SHOALS COMMUNITY COLLEGE</u></a>  Shelia Smith  MSN, RN  Director of Nursing Education	P. O. Box 2545 Muscle Shoals, AL 35662  256-331-5337	23  100.0	16  100.0	9  100.0
<a href="#"><u>REID STATE TECHNICAL COLLEGE</u></a>  Ms. Jamila Grace, MSN, BSN Health Careers Division Chair	201 Brookwood Rd. Atmore, AL 35602  251-578-1313, ext. 103	32  100.0	39  82.1	26  96.2
<a href="#"><u>SHELTON STATE COMMUNITY COLLEGE</u></a>  Kim Smith, MSN, RN, Director of Nursing	9500 Old Greensboro Road Tuscaloosa, AL 35405  205-391-2457	88  97.7	70  97.1	103  90.3
<a href="#"><u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u></a>  Elaine McGhee  MSN, RN  Interim Chair, Department of Nursing	1701 LaFayette Pkway Opelika, AL 36801  334-745-6437, ext. 5510	24  95.8	28  100.0	31  93.5
<a href="#"><u>TRENHOLM STATE TECHNICAL COLLEGE</u></a>  Annitta Love MSN, RN  Program Director	Post Office Box 10048 Montgomery, AL 36108  334-420-4415	29  89.7	35  97.1	27  92.6



<a href="#">GEORGE C. WALLACE COMMUNITY COL- LEGE-DOTHAN</a>  Gwynn Galloway  MSN, RN  Director, Department of Nursing	1141 Wallace Drive Dothan 36303  334-983-3521, ext. 332	74  85.1	96  93.8	85  97.6
<a href="#">GEORGE C. WALLACE COMMUNITY COL- LEGE-HANCEVILLE</a>  Deborah S. Hoover MSN, RN Director of Nursing	P.O. Box 2000 Hanceville, AL 35077-2000  256-352-8198	52  100.0	25  100.0	18  100.0
<a href="#">GEORGE C. WALLACE COMMUNITY COL- LEGE-SELMA</a>  Veronica Brown, Director, Practical Nursing	P.O. Box 2530 Selma, AL 36702-2530  334-876-9335	51  98.0	50  98.0	49  89.8
U.S. ARMY RESERVE  68 WM 6 PN SCHOOL  LTC Holliday Interim Chief, DON	Building 751 5722 Integrity Drive Middleton, TN 38054-5022  901-907-6345	0  0.00	0  0.00	0  0.00
<b>Alabama Totals</b>		<b>881</b>  <b>95.0</b>	<b>910</b>  <b>94.7</b>	<b>871</b>  <b>90.7</b>
<b>National Totals</b>		<b>65,940</b>  <b>86.8</b>	<b>66,780</b>  <b>86.0</b>	<b>64,157</b>  <b>84.0</b>

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## ALABAMA REGISTERED NURSING EDUCATION PROGRAMS

Name of School/Director of Program	Street Address/City/Zip Code/Telephone Number	Type of Program	NCLEX FY 09-10 # Candidates Percent Pass	NCLEX FY 10-11 # Candidates Percent Pass	NCLEX FY 11-12 # Candidates Percent Pass		
<a href="#"><u>ALABAMA SOUTHERN COMMUNITY COLLEGE</u></a>  Dr. Brenda Rigsby, Department Chair, ADN Program	P.O. Box 2000 Hwy 21 S Monroeville 36461  251-575-3156, ext. 238	ADN	19  100.0	25  96.0	25  96.0		
<a href="#"><u>AUBURN UNIVERSITY</u></a>  Dr. Gregg Newschwander, Dean	107 Miller Hall Auburn 36849  334-844-6752	BSN	89  94.4	77  100.0	91  100.0		
<a href="#"><u>AUBURN UNIVERSITY-MONTGOMERY</u></a>  Dr. Gregg Newschwander, Dean	P.O. Box 244023 Montgomery 36124-4023  334-244-3658	BSN	73  95.9	74  93.2	33  93.9		
<a href="#"><u>BEVILL STATE COMMUNITY COLLEGE</u></a>  Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/ Nursing Division Chair	1411 Indiana Avenue Jasper, AL 35501  205-387-0511 ext. 5740	ADN	199  79.4*	147  91.8	128  94.5		
<a href="#"><u>BISHOP STATE COMMUNITY COLLEGE</u></a>  Kim Rawson, MSN RN Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile 36603  251-405-4497	ADN	62  77.4*	55  81.8	67  88.1		
<a href="#"><u>CALHOUN STATE COMMUNITY COLLEGE</u></a>  Lynn S. Hogan  DNP, RN Nursing Program Director	P.O. 2216 Decatur 35609-2216  256-306-2794	ADN	174  92.0	112  90.2	214  87.9		



<a href="#"><u>CENTRAL ALABAMA COMMUNITY COLLEGE</u></a>	34091 US Highway 280 Childersburg 35044	ADN	79 72.2	70 85.7	47 89.4
Coosa Valley School of Nursing,  Melenie C. Bolton, RN, PhD Associate Dean of Health Sciences	256-378-5576, ext. 6581				
<a href="#"><u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u></a>	2602 College Drive Phenix City 36869	ADN	46 87.0	39 74.4*	15 93.3
Resa Lord MSN, RN Chair of Health Sciences	334-291-4925				
<a href="#"><u>FAULKNER STATE COMMUNITY COLLEGE</u></a>	1900 US Hwy 31, S Bay Minette 36507	ADN	51 98.0	45 95.6	46 100.0
Jean Graham  MSN Director of Nursing and Allied Health	251-580 2293				
<a href="#"><u>FORTIS COLLEGE</u></a>	3470 Eastdale Circle Montgomery, AL 36117	ADN	NA-New Program	NA-New Program	NA-New Program
Stephanie Mitchell  MSN, RN Program Director	334-244-1827				
<a href="#"><u>GADSDEN STATE COMMUNITY COLLEGE</u></a>	P.O. Box 227 Gadsden, AL 35902-0227	ADN	83 89.2	93 89.2	99 82.8
Connie Meloun Assistant Dean Health Science	256-549-8320				
<a href="#"><u>HERZING UNIVERSITY - BIRMINGHAM</u></a>	280 West Valley Avenue Birmingham, AL 35209	ADN	72 68.1*	66 72.7*	60 81.7
Cynthia Hall, MSN, RN Nursing Program Director					
<a href="#"><u>ITT TECHNICAL INSTITUTE - BIRMINGHAM</u></a>	205-916-2800 6270 Park South Drive Bessemer 35022	ADN	NA-New Program	NA-New Program	NA-New Program
Chair, Nursing Program	205-497-5777				



[ITT TECHNICAL INSTITUTE - MADISON](#)

Dr. Idena Beckwith  
Chair, School of Health Sciences

9238 Madison Blvd  
Suite 500  
Madison 35758  
256-542-2900

ADN

NA-New Program

NA-New Program

NA-New Program

[ITT TECHNICAL INSTITUTE - MOBILE](#)

Connie Pizzotti, MSN, RN  
Nursing Program Chair

Office Mall South, Bldg. 3  
3100 Cottage Hill Rd,  
Mobile 36606

251-472-4760

ADN

NA-New Program

NA-New Program

NA-New Program

[JACKSONVILLE STATE UNIVERSITY](#)

Dr. Sarah Latham, Dean  
Lurleen B. Wallace  
College of Nursing

700 Pelham Road, North  
Jacksonville 36265-9982

256-782-5428

BSN

87

92

96

95.4

85.9

83.3

P.O. Box 958  
Brewton 36427-0958

ADN

61

42

60

67.2\*

85.7

95.0

[JEFFERSON DAVIS COMMUNITY COLLEGE](#)

Susan Mack, MSN, RN  
Director of Nursing

251-809-1540

[JEFFERSON STATE COMMUNITY COLLEGE](#)

Bonnie Glass, RN, MSN  
Director of Nursing

2601 Carson Road Birmingham AL 35215

205-856-7940

ADN

143

173

237

95.8

91.3

90.3

[JUDSON COLLEGE](#)

Kandace Shoultz, MSN, RN

Program Director

302 Bibb Street  
Marion 36756

334-683-5136

ADN

NA-New Program

NA-New Program

NA-New Program

[LAWSON STATE COMMUNITY COLLEGE](#)

Dr. Sheila P. Marable,  
DSN, RN  
Associate Dean and ADN Chair

3060 Wilson Road Birmingham 35221

205-929-6437

ADN

60

68

46

76.7\*

83.8

95.7



<a href="#">LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS</a>	P.O. Drawer 910 Opp, AL 36467  (334) 493-3573 #275  Nancy Burnett, MSN, RN  Chair, Health Sciences	ADN Mobility	40  70.0*	36  86.1	45  68.9
<a href="#">NORTHEAST ALABAMA COMMUNITY COLLEGE</a>	P.O. Box 159 Rainsville 35986  256-228-6001, ext. 316  Dr. Cindy Jones, Director of Nursing Education	ADN	58  87.9	55  89.1	68  85.3
<a href="#">NORTHWEST SHOALS COMMUNITY COLLEGE</a>	2080 College Road Phil Camp- bell 35581  Sheila Smith, MSN, RN  Director of ADN Program	ADN	99  80.8	85  89.4	66  97.0
<a href="#">OAKWOOD UNIVERSITY</a>	7000 Adventist Blvd. Huntsville 35896  Dr. Flora Flood, Chair Department of Nursing	BSN	18  94.4	10  100.0	22  86.4
<a href="#">SAMFORD UNIVERSITY</a>	800 Lakeshore Drive Birmingham 35229  Ida V. Moffett School of Nursing  Dr. Nena Sanders, Dean	BSN	56  98.2	65  95.4	87  96.6
<a href="#">SHELTON STATE COMMUNITY COLLEGE</a>	9500 Old Greensboro Road Tuscaloo- sa 35405  Kim Smith, MSN, RN, Director of Nursing	ADN	62  82.3	70  92.9	71  83.1
<a href="#">SNEAD STATE COMMUNITY COLLEGE</a>	205-391-2457 P.O. Box 734 Boaz, AL 35957- 0734  Amy Langley, MSN, RN  Director of Health Sciences	ADN	33  90.9	50  80.0	45  77.8*
<a href="#">SOUTH UNIVERSITY</a>	5355 Vaughn Road Montgomery, AL 36116  Laura Saucer, MSN, RN Program Director of Nursing	BSN	NA-New Program	NA-New Program	4  100.0



<a href="#">SOUTHERN UNION STATE COMMUNITY COLLEGE</a>	1701 LaFayette Pkwy. Opelika 36801	ADN	123 91.1	96 93.8	129 89.9
Elaine McGhee MSN, RN Interim Chair Dept. of Nursing	334-745-6437 ext. 5510				
<a href="#">SPRING HILL COLLEGE</a>	4000 Dauphin Street Mobile 36608	BSN	27 63.0*	24 75.0*	18 88.9
Dr. Terran Mathers, Associate Professor, Nursing Division Chair	251-380-4490				
<a href="#">TROY UNIVERSITY-TROY</a>	400 Pell Avenue Troy 36082	BSN	58 93.1	60 96.7	50 98.0
Dr. Diane Weed, Director School of Nursing	334-670-3428				
<a href="#">TROY UNIVERSITY-MONTGOMERY</a>	340 Montgomery Street Montgomery 36104	ADN	118 85.6	121 81.0	98 88.8
Dr. Donna Bedsole, Director, ASN Program	334-834-2320				
<a href="#">TUSKEGEE UNIVERSITY</a>	Basil O'Connor Hall Tuskegee 36088	BSN	13 100.0	9 100.0	7 100.0
Dr. Doris Holeman, Associate Dean/Director	334-727-8382				
<a href="#">UNIVERSITY OF ALABAMA</a>	P.O. Box 870358 Tuscaloosa 35487-0358	BSN	149 96.6	162 97.5	162 97.5
Capstone College of Nursing Dr. Sara E. Barger Dean	205-348-6639				
<a href="#">UNIVERSITY OF ALABAMA AT BIRMINGHAM</a>	1530 3rd Avenue South, NB 202 Birmingham 35294-1210	BSN	255 87.8	237 89.5	244 92.6
Dr. Doreen Harper, PhD, RN, FAAN, Dean and Professor	205-934-5428				



<a href="#"><u>UNIVERSITY OF ALABAMA IN HUNTSVILLE</u></a>	301 Sparkman Drive Huntsville 35899	BSN	125	163	178
Dr. Fay Raines, Dean	256-824-6345		85.6	84.0	79.2*
<a href="#"><u>UNIVERSITY OF MOBILE</u></a>	P. O. Box 13220 Mobile, AL 36663-0220	BSN	22	22	26
Dr. Jan Wood, Dean School of Nursing	251-442-2446		81.81	100.00	88.5
			13	21	20
<a href="#"><u>UNIVERSITY OF NORTH ALABAMA</u></a>	One Harrison Plaza Florence, AL 35632-0001	ADN BSN	76.9*	95.2	80.0
Dr. Birdie Irene Bailey Dean College of Nursing and Allied Health	256-765-4311		79	101	89
			91.1	93.1	95.5
<a href="#"><u>UNIVERSITY OF SOUTH ALABAMA</u></a>	USA College of Nursing HAHN #3068 Mobile, AL 36688-0002	BSN	250	253	284
Dr. Debra Davis Dean	251-445-9400		84.8	92.9	93.0
<a href="#"><u>UNIVERSITY OF WEST ALABAMA</u></a>	Station 28 Livingston, AL 35470	ADN	47	55	46
Ida D. Pruitt Division of Nursing	205-652-3517		85.1	83.6	89.1
Marsha Cannon, MSN, RN Chairperson					
<a href="#"><u>VIRGINIA COLLEGE - BIRMINGHAM</u></a>	488 Palisades Blvd. Birmingham, AL 35209	ADN	NA-New Program	22	33
Michelle Stubbs MSN, RN Associate Dean, Nursing	205-802-1200			27.3*	60.6*
<a href="#"><u>VIRGINIA COLLEGE - MONTGOMERY</u></a>	6200 Atlanta Highway Montgomery, AL 36117	ADN	NA-New Program	14	15
Renae Schondel, MSN, RN Associate Dean of Nursing	334-277-3390			57.1*	86.7

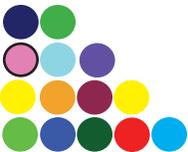


<u>VIRGINIA COLLEGE- MOBILE</u>	3725 Airport Blvd Suite 165 Mobile, Alabama 36608	ADN	NA-New Program	NA-New Program	17
Dr. Bridget Robinson RN, PhD Associate Dean Nursing Program	251-343-7227				82.4
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN</u>	1141 Wallace Drive Dothan, AL 36303	ADN	193	155	130
Jackie Spivey, MSN, RN Director ADN Program	334-983-3521, ext. 407		66.3*	81.3	93.1
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-HANCEVILLE</u>	P.O. Box 2000 Hanceville, AL 35077-2000	ADN	196	228	120
Deborah S. Hoover MSN, RN Director of Nursing	256-352-8198		86.7	86.0	94.2
<u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA</u>	P.O. Box 2530 Selma, AL 36702-2530	ADN	43	34	40
Becky Casey MSN, RN Director, ADN	334-876-9271		93.0	94.1	92.5
<b>Alabama Totals</b>			<b>3,383</b>	<b>3,345</b>	<b>3,397</b>
			<b>85.5</b>	<b>88.1</b>	<b>89.7</b>
<b>National Totals</b>			<b>140,604</b>	<b>144,570</b>	<b>149,869</b>
			<b>87.6</b>	<b>87.8</b>	<b>90.2</b>

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



## **APPENDIX D: STANDARDIZED PROCEDURES DATA**

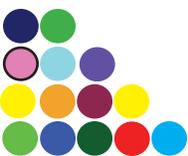


**2012 ANNUAL REPORT OF STANDARDIZED PROCEDURES  
REFLECTING PRACTICES/PROCEDURES IN 2011**

<b>HOSPITALS &lt; 50 BEDS</b>	<b>RANKING in YEARLY REPORTS</b>						
	<b>2012</b>	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Resuscitation: Defibrillation, ACLS, PALS, NRP	<b>1</b>	1	1	1	1	1	1
Endotracheal Intubation	<b>2</b>	2	2	2	2	2	3
Nasogastric Tube: Insertion & Removal by LPN	<b>3</b>	7	8	8	10	9	10
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	<b>4</b>	3	4	3	7	4	8
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	<b>5</b>	6	6	6	4	6	Out of Top 10
Gastrostomy Tubes: Changing & Reinsertion Mature	<b>6</b>	4	3	5	5	5	6
Arterial Puncture	<b>7</b>	9	9	9	8	10	Out of Top 10
Cardioversion	<b>8</b>	5	5	4	3	3	4
Sedation: Moderate	<b>9</b>	8	7	7	6	8	7
Pacemaker: Application & Management of Temporary External	<b>10</b>	10	10	10	9	6	5



HOSPITALS 50-100 BEDS	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	1	1	1
Sedation: Moderate	2	2	2	3	2	3	4
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	3	3	2	3	4	3
Tracheotomy Tubes: Emergency Changing and Reinsertion Mature	4	4	6	7	6	5	8
Cardioversion	5	5	7	6	4	2	5
IV Access Beyond Basic Education (I/O, External Jugular, Neonate)	6	6	Out of Top 10				
Pacemaker: Application & Management of Temporary External	7	7	4	4	8	8	7
Wound Assessment, Care & Management	8	Out of Top 10					
Gastrostomy Tubes: Changing & Reinsertion Mature	9	8	5	5	5	7	Out of Top 10
Endotracheal Intubation	10	9	Out of Top 10				



HOSPITALS 101-300 BEDS	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1	1	1	4
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	2	2	2	3	3	2	Out of Top 10
Sedation: Moderate	3	3	3	2	2	5	2
Cardioversion	4	4	5	5	6	3	10
Cardiac Outputs, Hemodynamic Monitory & PA Catheter Management	5	5	4	4	4	6	7
Pacemaker: Application & Management of Temporary External	6	Out of Top 10					
Labor & Delivery Nursing Procedures*	7	7	9	8	8	10	1
Chemotherapy: Administration of	8	9	7	7	5	4	8
Neonate Nursing Procedures*	9	10	8	9	8	Out of Top 10	6
Wound Assessment, Care & Management	10	Out of Top 10					



HOSPITALS 301-400 BEDS	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
CRRT, Dialysis	1	1	1	5	8	Out of Top 10	
Arterial/Venous Catheter Sheath: Care, Removal	2	3	3	2	4	5	
Chemotherapy: Administration of	3	4	4	3	6	9	10
Sedation: Moderate	4	5	5	4	7	8	8
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	5	8	9	10	Out of Top 10		
Neonate Nursing Procedures*	6	2	2	1	2	2	2
Resuscitation: Defibrillation, ACLS, PALS, NRP	7	7	7	7	Out of Top 10	7	7
Pacemaker: Application & Management of Temporary External	8	6	6	6	9	4	4
Cardiac Outputs, Hemodynamic Monitory & PA Catheter Management	9	9	8	9	3	3	3
Wound Assessment, Care & Management	10	Out of Top 10					



HOSPITALS >400 BEDS	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	1	1	1	1	1	2	8
Chemotherapy: Administration	2	2	2	2	2	3	9
Sedation: Moderate	3	3	3	3	3	4	4
Labor & Delivery Nursing Proce- dures*	4	4	3	3	3	4	4
CRRT, Dialysis	5	5	5	9	Out of Top 10		
Arterial/Venous Catheter Sheath: Care, Removal	6	6	6	5	4	Out of Top 10	
Cardiac Outputs, Hemodynamic Monitory & PA Catheter Manage- ment	7	8	7	6	5	1	3
Wound Assessment, Care & Man- agement	8	Out of Top 10					
Surgery Nursing Procedures	9	10	9	8	8	5	6
Resuscitation: Defibrillation, ACLS, PALS, NRP	10	9	8	7	7	8	Out of Top 10



**AMBULATORY SURGERY CENTERS**

**RANKING in YEARLY REPORTS**

<b>Procedures</b>	<b>2012</b>	2011	2010	2009	2008	2007	2006
Sedation, Moderate	1	1	1	2	1	4	3
Circulating Nurse Activities/Procedures	2	3	2	1	2	1	1
Equipment: Operating & Assisting	3	4	6	9	9	9	5
Scrub Nurse Activities/Procedures	4	5	3	3	3	2	2
Resuscitation: ACLS	5	6	5	5	5	8	9
Safety: Equipment & Patient	6	7	4	4	4	5	4
Specimen Management	7	8	8	6	6	3	6
Surgical Counts: Needles, Sponges, Sharps, Instruments	8	9	7	7	8	6	7
Infection Control	9	2	9	10	10	10	Out of Top 10
EKGs: Performing 12 lead	10	10	10	8	7	7	8



NURSING HOMES	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Gastrostomy Tubes: Reinsertion of Mature	1	2	1	1	1	1	1
Suprapubic Catheters: Reinsertion of Mature	2	1	2	2	3	2	3
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	3	3	3	2	3	5
Wound Vac®: Application & Management	4	4	4	4	4	5	7
Nasogastric Tube: Insertion by LPN	5	6	5	5	5	4	4
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	6	5	6	6	6	7	6
Debridement of Pressure Ulcers: Chemically, Enzymatically & by ET Nurse	7	7	7	7	7	6	8
Wound Assessment: Staging & Measurement	8	8	8	9	9	Out of Top 10	
Colostomy/Ostomy Management	9	9	9	8	8	9	Out of Top 10
Hyperalimentation, Adding Peripheral	10	10	10	Out of Top 10			



HOME HEALTH	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Gastrostomy Tubes: Reinsertion of Mature	1	2	1	2	1	1	1
Suprapubic Catheters: Reinsertion of Mature	2	1*	2*	4	3	3	2
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	3	3	3	4	4	4
Tracheotomy Tubes: Changing & Reinsertion Mature	4	7*	7*	1	2	2	3
Wound Staging	5	5	5	Out of Top 10			
Wound Vac®: Application & Management	6	4	4	5	5	5	8
Administration of Chemotherapy & longer Infusions (IVIG, Dobutamines and Inotropics)	7	Out of Top 10					
Chest & Pleural-Peritoneal Tube Management	8	6	6	7	7	Out of Top 10	
Nasogastric Tubes: Insertion/Removal by LPNs	9	8	8	9	8	7	7
Debridement of Pressure Ulcers: Chemically, Enzymatically & ET Nurse	10	10	10	10	9	6	10

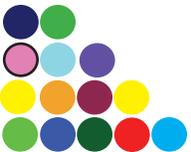
\* Revised



HOSPICE	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Pain Management: PO, SQ, IV, Rectal, Transdermal, & Nebulized MS	1	4	1	1	2	2	2
Gastrostomy Tubes: Reinsertion of Mature	2	1	2	2	3	3	3
Central Lines, Ports & PICCS: Access, Management & Removal of PICC	3	2	3	3	1	1	1
Suprapubic Catheters: Reinsertion of Mature	4	3	4	4	4	4	4
Tracheotomy Tubes: Emergency Changing & Reinsertion Mature	5	5	5	5	5	5	5
Ostomy/Colostomy: Management & Care	6	6	8	7	6	Out of Top 10	
Wound Vac®: Application & Management	7	10	10	9	8	Out of Top 10	
Wound Assessment (staging) & care	8	7	6	10	10	Out of Top 10	
Wound Debridement: Chemically, Enzymatically	9	9	7	6	7	Out of Top 10	
Chest Tube & Pleurex Drain Care & Maintenance	10	8	Out of Top 10				



<b>MEDICAL TRANSPORT</b>	<b>RANKING in YEARLY REPORTS</b>				
	<b>2012</b>	<b>2011</b>	<b>2010</b>	<b>2009</b>	<b>2008</b>
<b>Procedures</b>					
Airway Management: Intubation, Combitube, LMA, King	<b>1</b>	1	1	1	1
IV Access Beyond Basic Education: IO, External Jugular, Umbilical	<b>2</b>	3	3	2	3
Ventilation: Maintenance of Mechanical & Support	<b>3</b>	4	4	3	5
Needle Decompression of Tension Pneumothorax	<b>4</b>	6	6	5	4
Administration of Neuromuscular Blockers & Paralytics	<b>5</b>	5	5	4	6
Cardioversion	<b>6</b>	9	9	9	9
Resuscitation: ACLS, PALS, NRP	<b>7</b>	2	2	6	2
Gastric Decompression	<b>8</b>	7	7	8	7
Cricothyrotomy: Needle	<b>9</b>	8	8	7	8
Pacing	<b>10</b>	10	10	10	10

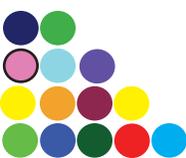


ESRDs (End Stage Renal Dialysis Centers)	RANKING in YEARLY REPORTS				
	2012	2011	2010	2009	2008
<b>Procedures</b>					
Initiation of Hemodialysis: Permanent Catheter & Vascular Access	1	1	1	1	1
Termination of Hemodialysis: Permanent Catheter & Vascular Access	2	2	2	2	2
Infection Control: Handling Hazard/Biohazard Material	3	3	4	5	5
Central Venous Catheter Removal	4	4	8	10	Out of Top 10
Administer Medications, Fluid, Blood, Thrombolytic Agents	5	5	5	9	Out of Top 10
Complications of Dialysis: Accessing, Monitoring & Treating	6	6	7	6	6
Safety: Equipment, Solutions	7	7	6	4	4
Equipment: Operation of	8	8	3	3	3
Peritoneal Dialysis	9	9	9	7	7
Resuscitation	10	10	10	8	8



INFUSION COMPANIES (data limited to partial list of companies identified)	RANKING in YEARLY REPORTS						
	2012	2011	2010	2009	2008	2007	2006
<b>Procedures</b>							
Chemotherapy Administration	1	1	1	2	4	2	2
PICC Insertion, Care, Maintenance & Removal	2	2	2	1	1	1	1
Central Line (Groshong, Hickman): Access & Management <sup>10</sup>	3	4	5	5	3	5	5
Ports/VADs: Care, Maintenance & Access	4	3	3	4	5	3	3
Administration of Longer Infusions, IGG, IVIG, TPN, Remicade, First Dose Antibiotics	5	5	4	3	2	4	4
Wound Vacs®: Application, Care & Maintenance	6	9	9	Out of Top 10			
SubQ Infusions	7	6	Out of Top 10				
Suprapubic Catheters: Changing & Reinsertion of Mature	8	7	8	Out of Top 10			
Intrathecal & Epidural Pain Management	9	8	6	7	6	7	7
Gastrostomy Tubes: Changing & Reinsertion Mature	10	10	10	Out of Top 10			

All State Correctional Facilities – 2012, 2011, 2010, 2009, 2008
Central Lines, Ports & PICCs: Access & Management (CMS Staff will not remove any CLs)
Colostomy/Ostomy Care
Complications of Dialysis;; Monitoring & Treatment: Peritoneal Dialysis monitoring (Dialysis only done @ 3 facilities – performed by vendor)
EKGs: Performing 12 lead
First Aid: Basic 2 layer wound cleansing & closure with steri-strips & steri-strip “S”; Basic Splinting for non-complex fractures
Infection Control: Handling hazard/biohazard material
Pain Management: PO, SQ, IV
PleurX Drainage System (Chest)
Respiratory Treatments: IPPB, Tracheostomy care, nebulizer treatments, CPAP , O2 Saturation monitoring
Resuscitation: Some facilities have AED
TB Skin Testing
Wound Assessment with measurement
Wound Vac Application & Management with wound care



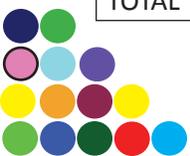
**APPENDIX E: LEGAL DIVISION ACTIVITIES**



<b>FY 2012 LEGAL ACTIVITIES</b>	
COMPLAINTS	TOTALS
Letters of Closure	363
Letters of Admonishment	286
Voluntary Disciplinary Alternative Program (VDAP) Agreements	65
Formal Hearings	70
Consent Orders	302
Voluntary Surrenders before Administrative Complaint	142
Voluntary Surrenders after Administrative Complaint	15
Disciplinary Actions (TOTALS)	529
Reinstatements – Approved with sanctions	21
Reinstatements – Denied (Revoked and Lapsed licenses)	2
Applicants – Disciplined (exam and endorsement)	40
Applicants – Denied	3
Probation Monitoring	311*
Released from monitoring	112
Suspension exceeded 12 months, revoked by Order	35
Voluntary Disciplinary Alternative Program (VDAP)	267*
Successful completion of monitoring	55

\* Number reflects the total number of licensees currently monitored at the end of FY 2012

<b>FY 2012 TOTAL DISCIPLINARY ACTIONS</b>		
FINAL DISPOSITION	TOTALS	
	Consent Order	Formal Hearing
Denied reinstatement (lapsed license) and revoked	0	2
Application denied	0	3
Reinstatement Followed by Probation	13	1
Reprimand	11	2
Reprimand with Fine	82	5
Probation	129	6
Suspension	12	1
Suspension followed by Probation	54	6
Revocation	0	44
Lapse License	1	0
SUBTOTAL	302	70
Voluntary Surrender	157	
TOTAL	529	



FY 2012 ASSIGNED VIOLATIONS *				
Assigned Violation	Voluntary Surrender Before AC	Voluntary Surrender After AC	Informal / Consent Order	Formal Hearing
Abandonment	0	0	1	0
Arrest/Conviction – Drug	2	0	5	4
Arrest/Conviction – Non Drug	2	0	19	10
Fraud/Deceit	1	0	39	9
Illegal Practice	0	0	18	1
Mental Disorder	1	0	2	0
Other	2	0	4	0
Other Jurisdiction – Drug	7	0	3	4
Other Jurisdiction – Non Drug	1	0	3	4
Patient Abuse	0	0	2	0
Practice Beyond Scope	5	1	21	0
CE Violation	0	2	4	1
Board Order Violation	7	0	0	1
Probation Violation	38	3	18	9
Sexual Misconduct	1	0	0	0
Substance Abuse	44	5	60	20
VDAP Violation	25	1	4	0
Unprofessional Conduct	2	0	51	7
Substandard Practice	4	3	68	7
TOTALS	142	15	322	77

\* A disciplinary action may have more than one assigned violation



## **APPENDIX F: FY 2012 DISCIPLINARY ACTIONS**



## Appendix F: FY 2012 Disciplinary Actions

The Board of Nursing took action against the following licensed nurses and applicants for licensure for violation of the laws and rules pertaining to the nursing profession at the FY 2012 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 going to the Board's web site, [www.abn.alabama.gov](http://www.abn.alabama.gov), or through the Board Office.

### **VOLUNTARY SURRENDER FOR REVOCATION**

Abernathy, John Gabriel	1-121790
Alexander, Debra Leigh	1-118433
Armstrong, Leanne Marie	1-089267
Atkins, Sherry Jane	1-028838
Balentine, Jennifer Lee	1-102689
Bengston, Roberta Lucille	1-019526
Bentley, Deborah Gibson	1-060352
Benton, Amber Danielle	1-115534
Billingsley, Delores Jean	2-048993
Birch, Theresa Ann	1-128149
Borrelli, Tonya Renee	1-055095
Box, Sonia Day	1-067520
Bratcher, Sharon Rena	1-076813; 2-031620
Bratcher, Steven Lee	1-073862
Brown, Sarah Grace	1-101573
Bryant, Sevelia Patricia	1-048385
Burke, Glenda Ann Trosclair	2-041383
Burleson, Shelia Diane	2-035328
Burnett, James Lewis	2-060567
Butler, Kendra Dawn	1-099781
Byars, Kristen Elizabeth	1-110183
Byrd, IV, Charles Richard	1-126438
Cagle, Cheryl A.	2-035643
Carodine, Twila Carole	1-050386



Cartwright, Autumn Lynn	1-095718
Childress, Melissa Ann Odom	1-113727
Clifton, Kelsey Lee	1-122222
Colburn, Mary Wilson	1-067256
Contestabile, Bryan Shane	1-125212
Copeland, Amy Laura	1-066388
Cotten, Shellie Ann	2-061335
Cottingham, Nina Diane	2-038207
Davenport, Kara Doyle	1-078979
Davenport, Sherri Jo	1-047913
Davis, Stephanie Jame	2-055227
Davis, Tanya Rose	2-053045
Dorschler, Sandra Marie	1-083422
Dunlap, Jonathan Mark	1-117608
Eaton, Kim Jan	1-063663
Ellington, Shirley Scarver	1-059574; 2-026888
England, Amy C. Hudson	1-130596; 2-051560
Evans, Billie Darlene	1-119053
Furlow, Vernon Kent	1-056922
Galloway, Donna Lynn	1-102899
Glass, David Allen	2-037949
Glenn, Juanita J.	2-057360
Glisson, Mark Reeves	1-050816
Girten, Stephanie Estelle	2-057723
Goggins, Donna Lynn	2-033009
Grady, Colleen Elizabeth	1-040726
Griffis, Christine Ann	1-087394
Gurley, Katherine Renee	2-055707
Hamric, Amelia	2-048935
Hancock, Mary Ann Popwell	1-035439
Harrison, Donna Louise	1-096572



Hepburn, Regina Marchelle	1-051093; 2-023044
Hutson, Gloria L.	2-056107
Jensen, Lisa Ann	2-050259
Johns, April Lynette	1-115698
Johnson, Jean Ann	1-097996; 2-032587
Johnson, Tayanita Lynn	2-056877
Jones, Charles Wayne	1-076670
Jordan, Andrealynne D.	2-062246
Jordan, Scott Denham	2-039071
Keffer, Penny M.	1-096393
Kelly, Cory Clyde	1-072221
King, Debra Kay	1-051071
Kyatt, Susan Marinda	1-051180
Lancaster, Heather Charee	1-098701
Lang, Lakisha Shrei	1-106637
Lawder, Stacey Carol	2-053152
Lawson, Tonge	1-130002
Lewis, Levi Josiah	1-123568
Lewis, Tonja Denise	1-083377; 2-034261
Lindsey, Gina Cherri Lazenby	1-039909
Lombard, Diane Gustin	1-109556
Love, Lynda Jean	1-048641
Lovett, Erin Kay	1-128371
Luckerson, Letha Sharon	1-059423; 2-028369
Macklin, Staci Deann	1-131792
Marshall, Sherry Aileen	2-053713
Maul, Denise Crawford	1-049481
McCarver, Lynne Lorese	1-047331
McCutcheon, Teresa Ann	2-039154
McGee, Mary Olivia Danielle	1-114662
Medlock, Micah Lee	1-091855



Merriweather, Doris A.	2-015333
Milledge, Jennifer L. Yorks	1-081911
Mitchell, William Joseph	1-073321
Moffett, Jennifer Nicole	1-116675
Moore, Mendy Leigh	1-074510
Moran, James Michael	1-074443
Morris, Connie Sue	2-049341
Mullins, Tami Denise	1-095155; 2-048350
Neighbors, Jessica Louise	1-113592
Nelson, Karen B.	1-048343
Nichols, Katherine Dycus	2-042182
Odom, Deborah Denise	2-060475
Okorie, Shirley Ann	2-046639
Oliver, Courtney Renee	1-103698
Parker, Chalee Floyd	1-105261
Patterson, Linda Lea	1-076430
Poe, Joshua Damon	1-113251; 2-055848
Phillips, Cathy L.	1-052642
Phillips, Corey Burton	1-114144; 2-056137
Phillips, Kimberly Kay	2-047823
Porter, Marsha Gail	2-040372
Pressler, Kristie Leanne	1-077393
Pritchett, Angela Hyde	2-043759
Puckett, Victoria Margaret	1-046939
Rogers, Shenita Lashae	2-061389
Rogers, Sheyra M.	1-121170
Rogers, Valerie Denise	1-085684
Salaun, Harold L.	1-107472
Sansing, Tangelia Carol	1-121088
Sherrill, Bridget Renee	1-064212
Shewbart, Leah Rachelle	1-095392



Smith, Angela Christine	1-103062
Smith, Barbara R.	1-096315; 2-015918
Smith, Beverly Ann	1-033402
Smith, Natalie Maria	1-115672
Smith, Rosetta G.	1-111070; 2-011138
Smith, Shandy Shae	2-053728
Snuggs, Carolyn A.	1-030842; 2-014039
Spellman, Derek Thomas	1-068097
Spencer, Carrie Mae	1-056352; 2-010556
Stead, Salena J.	1-099366
Stebbins, Kyle Alexander	1-131716
Stephenson, Dustan Dene	1-091431
Stewart, Hollie Michele	1-099884
Stewart, Pamela Jean	2-057693
Sutter, Sharon Frances	1-036578
Swanger, Monika Jane	1-131610
Swanson, Patti Jean	2-037158
Swearingen, Donna Handy	1-078322; CRNP
Swihart, Steven Wade	1-107523
Swindal, Candace Ann Beasley	1-117182
Talley, Tanya Darlene	2-026262
Taylor, David William	1-124250
Taylor, Pamela Yvonne	1-025072
Taylor, Virginia Ann	1-100628
Thomas, Alicia Elizabeth	1-105225
Thrasher, Mary F.	2-055810
Vales, Lavon Annette	2-038566
Varden, Leah Anne	1-046910
Vaughn, Margaret Ann	1-077033; 2-039805
Wages, II, Stephen Carlton	1-110276
Walker, Cynthia Lynn	1-120148



Ward, Barbara Ann	2-053633
Wash, Shelia Jan	2-053233
Welch, Amy Nicole	LP-008191
West, Jacqueline Marchelle	2-044731
White, Jennifer Ann	1-094275
Wilburn, John Clarke	1-122350
Williams, Jennifer Marie	1-083909
Williams, Michelle Keith	1-109782
Williams, Roger Warren	2-024521

**REINSTATEMENT DENIED AND REVOCATION**

Ezell, Melissa Lynn Yancey	2-045869
Watters, Anita Linda Thompson	1-072437

**REVOCATION**

Adair, Cerissa Melynn Tyler	1-110077
Blalock, Gayle Sandra Burns	1-051865; 2-022945
Blessing, Mary Helen	1-052325
Burt, Angela Ruth Dale	2-050309
Byers, Linda Gail	2-036013
Christain, Jennifer Pitts	1-105468
Crist, Staci Amanda	2-058844
Cross, Carla Jane	2-059538
Culbertson, Jean M. Nafziger	2-059091
Fish, Tracey Lee Stewart	1-074889
Gilreath, Yvette Desire Herald	1-067312
Griffin, Annie Pearl Naugher	2-032341
Hanly, Charlotte A. Roberts	1-113785; 2-055331
Harbin, Celeta Gail Smiley	1-110450
Hayden, Denise Marie McGuire	1-103927
Holladay, Laura Louise	2-050368



Hicks, Charlene Dailey Phillips	2-040259
Irvin, Michael Timmothy	1-061376
Jackson-Dowdell, Patricia Ann	2-036231
Johnson, Jason Word	2-061481
Johnson, Richard Erwin	2-029970
Jones, Warren Sylvester	2-056769
Jordan, Marsha Lee Morgan	2-034912
Jtineant, Matthew Lee	1-093826
Keeton, Sue Ellen Penley	2-050371
Kendrick, Ether Ilene Kilcrease	2-052310
Marrero, Diane Richardson	2-049121
McCain, Ambredawn Tacara	2-061263
Mote, Linda Sharon Jones	1-045023; 2-015682
Murphree, Sonya Ann Steele	1-076916
Ogle, Teresa Charlene Harbruck	1-078009; 2-030611
Pendleton, Latisha Diane Welch	2-052450
Price, Heaven Leigh	2-052685
Reilly, Ashley Nicole Parrish	1-117758
Robbins, Deanna Sue Bowling	2-060818
Ryberg, Tina Louise Curtis	1-092367; 2-037847
Sanders, Richard V.	2-050958
Sauls, Judy Louise Cannon	2-058792
Serdula, Paul Patrick	1-072882
Severance, Gabriele Jackson	1-104640
Simmons, Leta Rochelle Freeman	1-112898
Tanner, Michael Everette	1-057402; 2-022960
Weed, Deadra Lynn Wills	2-049673
Weimer, Donna Lin Moody	1-061851

**SUSPENSION EXCEEDED 12 MONTHS, REVOCATION**

Bailey, Leisa Anne	2-059278
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Bartolome', Tracy Dawn	1-116303; 2-048571
Belcher, Cornelia Lashun	2-058836
Boyd, Jennifer Pilkerton	1-094522
Dollar, Margaret Leigh	1-112961
Elliott, Jerry Ray	1-076054
Elmore, William Paul	1-118189 (now deceased)
Fields, Krista Deanna	2-044705
Gemmell, Meloney	2-054012
Gillespie, Loma Amanda	1-125930
Grigsby, Nicole Lee Collier	2-057687
Hammett, Lisa Diane McClellan	2-033273
Henderson, Priscilla Mae	2-041722
Howell, Brenda Joyce	2-036521
Humphrey, Bethany Anne Beard	1-095928
Hutto, Amada Lynn	2-041543
Jackson, Antonina Gabrielle	1-088393; CRNP
Johnson, Donald Clinton	2-057095
Kirchner, Leah Montise	1-109526
MacEwen, Yevonne D	1-115748
MacMahon, Angela Marie	1-106623
Marthaler, Rachelle Brianna	1-113180
McAllester, Eslie Elizabeth	1-063416
Melvin, Donna Renee	2-044342
Morgan, Randa La'Sha	1-118307
Pope, Donna Jean	1-059922
Roden, Jennifer Leigh	1-108689
Scott-Byess, Dawn Chasity	1-105777
Smith, Vanessa Lynn	1-093040
Smith, Xaviera Rose	2-059275
Torbert, Elizabeth Shawn	2-056756
Washington, Sonia Jean	1-056885



Whitaker, Elizabeth Ashley Steward	1-098160
Williams, Sherry Renee	1-094669
Zeigler, Bessie D. Belyeu	2-018621

**SUSPENSION**

Calhoun, Joann	1-068217
East, Yvonne Bardwell	1-040671
Ratcliffe, Ophelia K. Goaneh	2-049290

**SUSPENSION AND FINE**

Derico, Sherika Phillips	1-099545; 2-043700
Green, Hermine Elizabeth Brady	1-096012
Henry, Joel Stephen	1-076869
Magby, Sharond Yvett	2-058740
Mayhan, Megara Karla	2-045464
Parrish, Mara Lee Grice	1-082767; CRNP
Randell, Willie Mae	1-023072
Wilson, Emily Elizabeth Robinson	1-118280
Wilson, Shannon Denise Hardy	2-047605
Wyman, Laura Anne Elliott	1-111567

**SUSPENSION FOLLOWED BY PROBATION AND FINE**

Anderson, Tracey Roger	1-109075
Bailey, Leisa Jayonne Farris	1-099515; 2-051765
Bamberg, Barbara Jean Creel	1-059008; 2-031897
Barnes, Benjamin Glenn	1-120328; CRNP
Batchelor, Wendy Ann Odom	2-056342
Benefield, Deana Kay Dykes	1-104418
Bramlett, Dennis Wayne	1-119498
Bridges, Kimberly Ann Willingham	2-050976
Brown, Kevin Andre	2-058294



Brown, Sarah Grace	1-101573
Bryant, Sevelia Patricia Smith	1-048385
Burgess, Leigh Ann Selman	1-130316
Campbell, Trenia Caprice Draper	1-077528
Clifton, Kelsey Lee	1-122222
Colburn, Lacie Darlene	1-062664
Constestabile, Bryan Shane	1-125212
Conyers, Anne Charlotte Metzger	2-032956
Craig, Shirley Ann Spencer	1-063255
Crew, Eva Dawn	1-106824; 2-047402
Cumbie, Tammy Melinda Havard	2-048597
Daniel, Chris Michelle	1-113120; 2-030086
Deweese, Sonja Charisse Johnson	2-064521
Dolan, Wendy Michelle Cross	2-053258
Eaton, Kim Jan Kizziah	1-063663
Enchiff, Krystal Dale	1-100885
Farris, Mary Lynne	1-084127
Fields, Tammy Michelle	1-068302; 2-031976
Fowler, Melissa Leann	1-122649; 2-057200
Friedlander, Steven Clifford	1-107381
Gardner, Mylinda Elizabeth McCarley	1-122216; 2-058985
Graham, Dena Starr	2-054440
Grammar, Sharon Mays	1-060448
Jackson, Lisa Morton Lemming	1-111257
Jarrells, Darrin Wayne	2-058269
Jolly, Karin Lynette Snell	1-060540
Jones, Sharotta Denise Jolly	2-040086
Keith, Ashly Dawn Head	1-102564
Locke, Teresa Gayle	2-056996
MacLennan, Cynthia Lynn Hales	1-089696; 2-037691
Mahoney, Joni Maria McMahan	1-041395



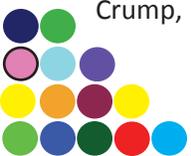
Mansell, Melony Dawn Gargis	1-106060
Martin, Gennie Lue	2-057975
McCarthy, Rebecca J.	1-107128
Michael, Sharmila	1-116320
Mims, Linda Kay Johnson	2-049978
Motes, Helena Diane Scarbrough	1-089340
Motes, Helena Diane Scarbrough	1-089340
Nelson, Allen Arthur	1-065931; CRNA
Parker, Chalee Denice Floyd	1-105261
Paul, Rena Anderson	2-038840
Pettus, Marcy Teon	2-057298
Pierce, Ellen Marie Edmonson	2-026652
Reynolds, Debra Anne	1-079183
Rodems, Elizabeth Catherine Labella	1-107359
Shaneyfelt, Savannah Elizabeth	1-126898
Stewart, Bernadette	2-043370
Thomas, Jason Michael	1-092989
Thompson, Jr., Jimmy Homer	1-122631
Williams, Cynthia Diane Pittman	1-036760
Williams, Sheila Denise Walker	1-065557

**PROBATION**

Adair, Candice Nichole Berry	2-061050; 1-137119
Brown, Shannon Hugh	2-056249
O'Neal, Justin Cole	1-137954
Turnbow, Kimberly Marie Addie	2-058303
Walker, Daniell Sheree	2-059645
Young, Timothy Harold	2-062544; 1-137899

**PROBATION AND FINE**

Abbott, Sandra Kay Cofer	1-061124
Adamson, Dana Lee Woodrum	2-064830
Allison, Andrea P. Cain	1-077587
Anderson, Ashley Peyregne	1-098302
Anderson, Donna Denice Bivins	1-078723; 2-036796
Arnold, Stephanie Lynn	2-053594
Austin, Diedra Aileen Ivey	1-047190
Barnes, Ashley Lauren Gray	2-053673
Barnes, Ashley Lauren Gray	2-053673
Batson, Kerri Leann	1-111671
Baumann, Elizabeth Day	1-106035
Beamon, Zelda Denise	2-043087
Bletcher, Ryan Yvette	2-064551
Brooks, Gloria Anne	1-073479
Brooks, Kimberly Reney Carnes	2-060454
Brown, Shannon Hugh	2-056249
Brown, Thomasine Acoff	2-028003
Buckingham, Vickie L.	1-114476; 2-054542
Caffie, Latoya Jani Dyck	1-114944
Cameron, Claire Jones	1-132174
Campbell, Latrice Rene Gulley	2-043361
Carter, Hayven Jeannette	1-110606
Christian, Elizabeth Jennifer Taylor	1-109396
Clark, Laura French	1-028110
Clark, Linda Carol Reed	1-078597; 2-032788
Clark, Shirley Juanita Scott	1-013205
Cleveland, Lisa Jeanine Phillips	1-068742
Cottingham, Amanda Gail Lockman	1-125907; 2-052743
Currier, Deanna Jo Stone	1-047699; CRNA
Craft, Nailah Hanifah Jones	2-061012
Crump, Kayla Mashburn	1-097092



Davis, Carolyn June	2-022947
Dickens, Jr., Charles Elton	1-078353
Dobbs, Frankie Brown	2-021546
Dupre, Jeffrey Michael	1-135956
Eads, Lori Chapman	1-087190
East, Alicia Carmon	1-085492; 2-042738
Ethridge, Pamela Jo Britton	1-045917
Fields, Tammy Michelle	1-068302; 2-031876
Flanagan, Tammy Lane Lacey	1-097780
Gainey, Brenda Marie Holmes	2-043717
Gardner, Marsha Renee Horn	1-094372; 2-041731
Garner, Tracy Regina Nix	1-106215
Gatlin, Gwynn Elizabeth Couch	1-110868
Gentzel, David Shelby	2-064111
Graul, Brada M. Morton	2-055230
Green, Sophia Lorraine Weaver	1-098143; 2-041782
Gurley, Katherine Renee	2-055707
Guyer, Cinda Sheree Lindley	1-072500; CRNA
Harper, Jonathan Warren	2-059076
Hayes, Jr., John Wesley	1-099073; CRNP
Haynes, Tracie Lynn	1-100187
Hays, Vivian Allyne Linnan	2-044168
Hays, Vivian Allyne Linnan	2-044168
Hill, Vista Danielle	LPN Exam Applicant
Hobbs, April Diane Bryson	2-041127
Hodges, Kim S. Scudamore	1-117614
Hodivsky, Deborah Ann Rollins	1-061337
Hulse, Kristen Renee	1-135772
Hulsey, Christie Nicole	2-058929
Humphrey, Kathleen Louise Lewis	2-060627
Jernigan, Darlene Prime	2-057351



Johnson, Terrence Kareem	1-104721
Joiner, Gregory Lindsey	1-063872
Jones, Kathy Ann Farrington	1-035630
King, Anya Anselm	1-117142
King, Tommie Jo Bumgardner	1-120939
Knoblach, Kim Marie	2-049365
Lankford, Vicki Lynne Sisk	1-041445
Leberte, Sandra Lynn Gray	1-060425
Lee, Patricia Ann Swindall	1-053892
Lema-Chatman, Loyceana Daniel	2-061006
Mabry, Valeria Denise	LPN Exam Applicant
Maradie Valerie Bobyarchick	1-033214
Marsh, Linda Lou Baranowski	1-106515
Matthews, Melissa Guess	2-055930
McClain, Adrienne Denise	2-055225
McDaniel, Brian Keith	2-049737
Milledge, Jennifer L. Yorks	1-081911
Miller, Sara Alice	2-053032
Moore, Earnest Darren	1-064034; CRNA
Morrison, Kathy Jane Peterson	1-027957
Mose, Jonathan Daway	2-058973
Moss, Benita Denise	2-054772
Nelson, Ashley Tindle	1-096172; 2-049265
Nichols, Didi Sheree Davis	2-053827
Oneal, Crystal Danielle Aaron	2-062598
Outzen, Elizabeth Ann Humphries	1-053482
Owens, Michael Wayne	1-066994
Parham, Bethany Louise	2-056820
Parker, Mickey Elaine Isbell	1-055033
Parker, Susan Balyn	1-042347
Parnell, Norman Mel	1-078019



Peppers, Pamela Diane Sharp	2-044114
Peters, Sandra Ellis	1-073620; 2-031624
Poole, Monica Anne Collins	1-084966
Powell, Christy Ledelphia Wright	1-073346
Powell, Lacey Lynne	1-104487
Rahman, Rebekah Sheree Casey	2-055151
Raspberry, Annie L. Durbin	1-019740
Riess, Rebecca Brueck	1-106904
Rembert, Marnita Jenell	2-027441
Riley, Virginia Ann Lane	2-030594
Robinson, Dianne	1-023853
Rogers, Shenita Lashae	2-061389
Sandy, Andrea Elma	1-106699
Sanford, Earnestine	1-096382; 2-039320
Seals, William Leon	1-094280
Seamon, Elizabeth Waters	1-092080
Sisco, Kendra Suzanne Osbourn	1-110093; 2-048000
Skipper, Rogenea	1-055517
Smedley, Elizabeth Cheney	2-061126
Smith, Carol Amy Ford	2-052007
Smith, Jr., James Herbert	1-076458
Smith, Jenifer Jenell Kelly	2-064164
Swain, Marilyn Lorain Shields	2-047546
Taylor, Amy Nicole Barrier	1-103292
Thrower, Barbara Ann	1-094954
Turner, Carol Ruth	1-137965
Valentine, Salisia Shunta Gamble	1-098772; CRNP
Vaughn, Abigail	1-135205
Wallace, Ellexus Anne	1-118758; 2-055397
Washington, Eddie Mae	2-055513; RN Exam Applicant
Watson, Laura Hope Gibson	1-095434



Watts, Lakeitha Evette McCurdy	2-057623
Webb, Crystal Nicole Cochran	2-061767; 1-137330
Webster, Lakate	2-064424
White, Joni M. Christian	1-032164
Williams, Artheria Camille	1-123245; 2-058344
Williams, Quinttessa Yvette	1-138056
Winters, Tameka Shonte	2-058735; 1-134039
Woodfin, Amy Rena	1-103980
Woodruff, Jean G. Allen	2-010228
Yarbrough, Katherine Felicia Saxon	1-047603
Yates, Patricia Elouise Way	1-113084; 2-056647
Yocum, Cynthia Lynn Gardner	2-055380

**REPRIMAND**

Gardner, Nancy Edwina Windham	1-133542
Hamilton, Tamikka Maelett	2-054275
Harvey, Mary Elizabeth Bryan	2-043691
Holliday, Amana Michelle Kramer	2-063526
Horton, Karen Denice	2-063919
Johnson, Porsha Renae	1-116941
Moore, Brandi Renee Maness	2-063895
Pennington, Amanda Gail	2-057879
Player, Zambia	1-135891
Ravenhorst, Rebecca Renee Leggett	1-136956
Raybon, Donna Capps	2-063719
Shelton, Matthew Gregory	1-133745
Still, Stephanie Grey Herndon	1-100835; 2-032522

**REPRIMAND AND FINE**

Akin, Julie Loraine	1-066162
Akin, William Bradley	2-058904



Arnold, Sara Ann	1-138079
Baliem, Wilma Diane Boulter	1-046774; CRNP
Blevins, Henry Williams	2-063974
Blozik, Jennifer Lynn	1-080233
Booth, Amanda Kathleen Ward	2-038465
Bray, Latonya Renee Hunter	2-056306
Brooks, Jessica Dorreen Barnette	1-117590; 2-049242
Bryant, Audrey Renee Gulley	2-058184
Bulled-Bowers, Julie Anne	1-119480
Burkett, Wayne Frederick	1-038998; 2-017815
Burrell, Janice Colletta	1-070366; 2-023159
Burt, Rhonda Lynn Howard	2-041678
Cherry, Cynthia Ruth Gatch	1-034525; CRNA; 2-017292
Davis, Deborah Ann	1-078454
Dearing, Pamela Renee Rascoe	1-065238
Dial, Shelia Janice	2-031023
Diltz-Haynes, Jennifer Rena	2-060799
Dunn, Jacque Lynn	2-050663
Ellis, Albert Jackson	2-056798
Fields, Latanya Lanise Hall	2-057053
Fisher, Dovie Ileen Wilkes	2-035412
Francis, Tuky Ephesus	2-062280; 1-136180
Freeman, Racheal Duncan	2-059555
Glanton, Alanda Diane Woods	2-053412
Guthrie, Tracy Renae Carmack	2-037972
Hauser, Patricia Ann	1-062284; CRNP
Hicks, Deborah Eileen Cole	1-069776; 2-026479
Hill, Florida Reshae	2-050998
Hollinger, Brittney Danielle	1-133516; 2-061347
Hubbard, Lisa Elizabeth McCraw	1-097263
Hudson, Faye	2-034147



Irby, Patricia A. Hazel	1-137823
Isibor, Ololade Augusta Akinsanya	1-122393
Jackson, Tracie Lagale	2-048543
Johnson, Barbara Faye Booth	2-045671
Johnson, Ricky Allan	1-057055
Johnson, Suzan Sanders	1-044833
Jones, Leighton Owens	1-128730
Jones, Linda Kay Colbert	2-061280
Jones, Vivian Diana Shell	2-048124
Klein, Wanda Sue Harbison	2-024639
Knox, Jennifer Elaine	2-056386
Kuhn, Crystal Leigh Long	1-130061
Kvale, Unni	1-132429
Lawrence, Amy Elizabeth	1-064173
Lay, Debra Arlena Brown	1-134829
Lazzari, Katherine Mary Kayser	1-071465
Lowe, Heather Lynn McCrary	1-117365
Maduka, Chimezie Charles	1-121604
McCutcheon, Teresa Ann Hardin	2-039154
Mitchell, Sa Donna Lanae Nichols	2-054549
Morrow, Traci Denise Carr	1-087897; CRNP
Mullen, Donna	2-058288; RN Exam Applicant
Mumbura, Mercy Munjiru	2-062697
Murray, Chiquita Nico	2-057000
Nelson, Barbara Ruth Emmons	2-057970
Nettles, Joyce A.	2-030734
Nix, Jennifer	1-067061
Nixon, Julia Lee	1-022808
O'Bryant, Sandra Ann	2-038246
Oliver, Carolyn Elaine Haines	2-058128; 1-134629
Osborne, Sandra Teague	2-059911



Plummer, Rebekah Elaine Buzzerd	1-122191
Poore, Jessica Lynne	2-053853
Reed, Lorraine Alicia Smith	2-049001
Robinson, Shalae	RN Exam Applicant
Russell, Janet Ann Toljanic	1-063067; CRNP
Savage, Shelly M.	1-133541
Scott, Alesha Denise	RN Exam Applicant
Sellers, Delcelia Lacasey	2-064728
Shackelford, Evelyn Corrine	1-036204
Shuford, Velma Lee Sanders	2-027782
Smith, Mary Ann	2-061159; 1-137869
Spurlock, Amy Lynne Yoder	1-099484
Teter, Beverly Ann Ure	2-038426
Thompson, Karen Eyvonne Dunham	2-061088
Trawick, Cynthia Yvonne Kelly	1-083880
Turman, Ruby Marie	2-024261
White, Brenda Faye Pearson	1-061864; 2-020181
White, Natalie Michelle Hughes	2-058762
Whittaker, Shelby Yvonne Taylor	2-021089
Wilkins, Elizabeth Faye Ferguson	2-029051
Williams, Charlene Lynette	2-062660
Williams, Gale Ruth	2-047796
Yasinsac, Cristin Marie	1-121593

**REINSTATED ON PROBATION AND FINE**

Blackmon, Amy Lynn Register	1-063781
Henry, Marilyn Keller	1-089552
Johnson, Michael	1-107546
Lee, Sonja Gaye	1-083832
Mizell, Nicole Antoinette	1-070297
Summerlin, Rita Gail Pope	1-075379



Szczudlak, Kelly Ann McCain

1-111560

**APPLICATION DENIED**

Elliott, Alyssa Jarrett

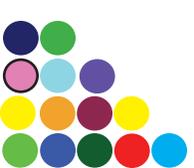
LPN Exam Applicant

Elliott, Shondrea Alisa

LPN Exam Applicant

Madu, Kwende Idrissa

LPN Exam Applicant



## **APPENDIX G: DISHONORED CHECKS**



### Dishonored Checks received during FY 2012

Revenue Type	No. of checks	Check Amount	Bad Check Fees	Total Paid
Change/Add Collaboration	1	50.00	30.00	80.00
CE Course Registration	1	25.00	30.00	55.00
TOTAL	2	75.00	60.00	135.00



**APPENDIX H:  
GRADUATE SCHOLARSHIP RECIPIENTS**



### Post-Baccalaureate Nursing Scholarship recipients for FY 2012

Name	County of Residence	Nursing School	Anticipated Degree
Julie E Beard	Madison	UAB	MSN
Joy M Gandy	Escambia	Troy	MSN
Denise R Goode	Calhoun	JSU	MSN
Doris H Hinton	Madison	UAH	DNP
Krista D Niedermeier	Jefferson	UAB	DNP
Jeffery W Pritchett	Jackson	UAH	MSN
Claudia M Reed	Mobile	USA	DNP
Meagan S Scott	Marshall	USA	MSN
Karen L Scroggin	Cherokee	JSU	MSN
Alanna M Shiflett	Shelby	UAB	MSN
Alana T Smith	Shelby	Samford	MSN
Tinamarie Smith	Jefferson	UAB	MSN
Kristy L Turner	Houston	UAB	MSN
Joan E Wofford	Madison	UAH	DNP
Laura J Wolf	Jefferson	USA	MSN

### Nursing Instructor Scholarship Recipients for FY 2012

Name	County of Residence	Nursing School	Anticipated Degree
Sandra M Ambrose	Tuscaloosa	UA	Ed.D.
Azita N Amiri	Madison	UAB	Ph.D.
Pamela A Bowen	Jefferson	UAB	Ph.D.
Michelle H Cheshire	Tuscaloosa	UA	Ed.D.
Cristy M Daffron	St. Clair	Samford	DNP
Jimmie D Galbreath	Morgan	UAH	DNP
Donna J Guerra	Baldwin	UA	Ed.D.
Vickie D Hale-Brown	Madison	UAB	DNP
Julie E Jones	Tuscaloosa	UA	Ed.D.
Willie A King	Morgan	UAH	DNP
Hong-Thuy Lam	Limestone	UAB	Ph.D.
Deborah L Lee	Limestone	UAH	DNP
John D Lundeen	Shelby	UA	Ed.D.
Felicia C Oji	Montgomery	UAB	DNP
Jillyn E Pence	Jefferson	UA	Ed.D.
Vicki E Rochester	Jefferson	USA	DNP
Alison B Rudd	Mobile	UA	Ed.D.
Haley E Strickland	Tuscaloosa	UA	Ed.D.
Angela M Watkins	Madison	UAH	DNP
Penni I Watts	Jefferson	UAB	Ph.D.



