

- Send a paper request to AOC using the form located on the KBN website (www.kbn.ky.gov/apply/courtnet.htm).
3. Federal background Check
- Obtain a fingerprint card from KBN (<https://ssla.state.ky.us/KBNursing/FingerPrintCard.aspx>)
 - Mail the completed fingerprint card to the Kentucky State Police
 - The FBI will return a federal background check to KBN, through the Kentucky State Police.
 - Complete instructions for reinstatement may be found on the KBN website (www.kbn.ky.gov/renewal/reinstate_failure_renew.htm).

4. Continuing Competency Requirements

Remember, you CANNOT practice as an RN, LPN, ARNP, or SANE in Kentucky if your license has lapsed.

ACTIVE DUTY MILITARY NURSES

KRS 36.450 and KRS 12.355 require KBN to renew the license, without the required renewal fee and continuing competency requirement, of an active duty military licensee who provides the appropriate military documentation

If you respond that you are on active duty, BEFORE your license will be renewed you must submit a copy of one of the following:

- PCS Orders
- DD 214
- Mobilization Orders

Copies of the above may be faxed to 502-429-3336 (Louisville). Upon receipt of the required document, your license may be renewed through the next licensure period.

If you are a military nurse AND will be deployed overseas during the renewal period, you have two options:

1. Submit a copy of the official overseas deployment orders showing a return date to KBN. Your license will be renewed to reflect an expiration date through the renewal period that corresponds with your deployment orders. You will not be required to pay the renewal fee, and you will be exempt from meeting the continuing competency requirement. You are not required to submit a fee, and you are ex-

empt from meeting the continuing competency requirement.

2. Do nothing until you are reassigned to the USA. You will have 90 days after your return to request the renewal of your license. You must submit a copy of the orders

you receive for your reassignment to the United States. You will not be required to pay the renewal fee, and you will be exempt from meeting the continuing competency requirement.

SEE PAGE 13 FOR APPROVAL STATUS



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CONTINUING COMPETENCY: *Including Renewal*



HIV/AIDS CE DEADLINE APPROACHING FOR LPNs

All nurses are required to earn at least 2 approved contact hours of HIV/AIDS continuing education within a specific ten-year period. For LPNs that ten year period will end October 31, 2011. LPNs must earn the required 2 contact hours within the earning period of 11/1/2001 through 10/31/2011.

RNs must earn these hours within the ten-year period of 11/1/2002 through 10/31/2012.

The HIV/AIDS continuing education hours count toward the required CE for the renewal period in which they were earned.

A list of national nursing organizations recognized by KBN for continuing education can be found on the KBN website (www.kbn.ky.gov/ce/natlorgs.htm).

Documentation of meeting this requirement must be retained for at least 12 years. It is not necessary to submit CE certificates to KBN unless requested to do so through the CE audit.

PEDIATRIC ABUSIVE HEAD TRAUMA (“SHAKEN BABY SYNDROME”) CE

In 2010, the General Assembly passed House Bill 285, sponsored by Rep. Addia Wuchner. This bill requires various groups to complete a course in Pediatric Abusive Head Trauma, also known as “Shaken Baby Syndrome.” Those groups include law enforcement students, Kentucky schools, child protection staff, inmates, foster parents, child care center employees and owners,

family child care providers, the HANDS program, urgent care facilities employees, physician assistants, EMTs, first responders, paramedics, social workers, and nurses.

The requirement for nurses is a one-time continuing education course of at least 1.5 hours covering the recognition and prevention of pediatric abusive head trauma as defined by the Act. Nurses licensed as of July 15, 2010 have until December 31, 2013 to complete the course. Nurses licensed after that date have three years from the date of licensure to complete the course. The course can be offered by any KBN-approved CE provider. Nurses will only need to submit proof of completion of the requirement should they be audited. For more information, contact Mary Stewart, Continuing Competency Program Coordinator (502-429-7191 or MaryD.Stewart@ky.gov).

EARNING PERIODS FOR ALL NURSES

Nurses are required to renew their license on a yearly basis. The CE/competency earning period is the same as the licensure period, i.e., November 1 through October 31.

KBN audits a randomly selected pool of nurses. If audited, failure to provide documentation of having earned the required CE/competency will subject the licensee to disciplinary action in accordance with the *Kentucky Nursing Laws*.

CE Information Concerning Annual Renewal

According to Kentucky Board of

Nursing Administrative Regulation 201 KAR 20:215, validation of CE/competency must include one of the following:

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

Note: Prelicensure general education courses, either electives or designated to meet degree requirements, are NOT acceptable, nor are

Requirements

by **Mary Stewart**, Continuing Competency Program Coordinator
and **Charlotte Beason, Ed.D., RN, NEA**, Executive Director

CPR/BLS, in-service education, nor nurse aide training. ACLS or PALS courses ARE acceptable for CE hours if given by an approved provider.

Advanced Practice Registered Nurse CE Requirements

Advanced Practice Registered Nurses (APRNs) must earn five contact hours in pharmacology each renewal period.

Sexual Assault Nurse Examiner CE Requirements

Sexual Assault Nurse Examiner (SANE) credentialed nurses must earn five contact hours of approved sexual assault CE each renewal period. Forensic medicine or domestic violence CE will meet this requirement.

New Licensees

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

Individual Review of Offerings Presented by Organizations not Recognized by the Board

Contact the KBN office or visit the KBN website (<http://kbn.ky.gov/ce/ceformspubs.htm>) to obtain an *Individual Request for Review of CE Activities* application; complete and return to the Board office with requested materials and application fee of \$10. Within about six weeks of receipt of the submitted materials, KBN will notify the individual of the review outcome, i.e. approval or rejection. A notification of CE/competency approval should be retained for a minimum of five years. Individual review is not required if an offering is approved for continuing education by an organization recognized by the Board (refer to <http://kbn.ky.gov/ce/natlorgs.htm>).

Note: Individual review applications must be submitted to the Board by November 30 of the licensure year.

CE EXEMPTION TO BE ELIMINATED IN 2012

The CE exemption for new licensees at the time of their first renewal has been eliminated. In 2012, first-time renewing nurses that are employed must earn 7 approved CE contact hours and have either an employment evaluation or documentation

from the employers showing proof of orientation. First-time renewing nurses that are not employed are required to earn 14 approved CE contact hours.

This elimination of the CE exemption will take effect in 2011 and will affect nurses renewing their license for the first time in the Sep. 15 - Oct. 31, 2012 renewal period.

SEE PAGE 13 FOR APPROVAL STATUS



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Disciplinary Case Review

Disclaimer: Although disciplinary action taken by KBN is a matter of public record, the identity of any nurse referenced in this article will not be revealed.

The KBN Consumer Protection Branch is divided into two sections, the Investigation and Discipline and the Compliance Sections. It is the role of the Investigation and Discipline Section to review, investigate and resolve any complaints alleging violations of the Kentucky Nursing Laws (Kentucky Revised Statute Chapter 314) by nurses or dialysis technicians. Pursuant to KRS 314.091, the Board has the authority to impose disciplinary action against a license or credential when a violation of the law has been proven. Forms of disciplinary action can range from a reprimand, limitation/probation or revocation of the license/credential. All final disciplinary action is considered public information.

When a licensee or credential holder has been disciplined and placed on probation, or in certain circumstances reprimanded, the Compliance Section is responsible for assuring that this licensee is compliant with all the terms and conditions of the Board's Order.

For example, following an employer-required random drug test, Nurse A was found to have a positive drug screen result for marijuana. Nurse A was ordered by the Board to have a chemical dependency evaluation by a Board-approved evaluator. The chemical dependency evaluation revealed a diagnosis of Cannabis Abuse. The complaint was resolved when Nurse A entered into an Agreed Order in which her

In order to be eligible to participate in the KARE for Nurses Program, the nurse must hold a license in the Commonwealth; submit a written request to participate in the Program and submit to a chemical dependency evaluation.

nursing license was reprimanded and she was ordered to be subject to random drug screening for a period of at least one (1) year. Nurse A's case was then referred to the Compliance Section to begin monitoring.

When nurses are being monitored by the Board and are required to be randomly drug tested, they must register with the drug screening program utilized by the Board. This drug screening program requires that nurses check in (via a toll free telephone number or online) with that program on a daily basis as well as within a specified time frame. If selected, the nurse must provide a specimen for testing that day at an approved collection site. The cost of drug testing is the nurse's responsibility and costs at least fifty one dollars and fifty cents (\$51.50). The Board's Orders specify that body/fluid testing be performed which includes urine, blood, sweat, saliva or hair testing. Nurse Case Managers monitor the nurse's compliance with daily calls; calling within the specified time frame; whether they provide a specimen for testing and, of course, drug test results. Should there be questionable or positive drug screen results, Case Managers contact the nurse, and their nursing employer (if applicable), to investigate further. If evidence supports the positive

drug test result for which the nurse was not prescribed any medication, which would account for the positive result, the nurse is in violation of the Board's Order and is subject to additional disciplinary action, including suspension of the license/credential.

Following one (1) year of negative drug tests, payment of a civil penalty in the amount of one thousand dollars (\$1,000) and completion of continuing education in Substance Abuse, Nurse A was removed from monitoring. Board records were updated to reflect that Nurse A's disciplinary action had been cleared.

Also housed under the auspices of the Compliance Section is the Board's alternative to discipline program, the KARE for Nurses Program. In 2001, the Board implemented the KARE for Nurses Program as a means of intervening with nurses who have a substance use disorder to obtain treatment for this chronic disease process and be monitored to assure that the nurse is remaining sober and is safe to practice nursing. The KARE for Nurses Program, an alternative to discipline program for nurses with a diagnosed substance use disorder, monitors nurses for a period of at least five (5) years during which they voluntarily agree to meet requirements for

participation including, but not limited to, completing chemical dependency treatment, attendance at twelve (12) step meetings, random drug testing and notification to potential employers in nursing, during the interview process, of their participation in the KARE for Nurses Program. Nurses admitted to the KARE for Nurses Program on or after July 15, 2010, have their participation in the Program verified to the public via the Board's online licensure validation system.

In order to be eligible to participate in the KARE for Nurses Program, the nurse must hold a license in the Commonwealth; submit a written request to participate in the Program and submit to a chemical dependency evaluation. A critical criterion for admission is the nurse's willingness to acknowledge that they have a problem with the abuse or dependency upon alcohol or other drugs of abuse, either legal or illegal. Denial is a hallmark characteristic of a substance use disorder. If the nurse denies having abused or being dependent upon mood altering substances, participation in the KARE for Nurses Program is not appropriate for that nurse. Is it possible that Nurse A, described in the scenario above, could have been considered for admission to the KARE for Nurses Program? While having a documented diagnosis of Cannabis Abuse, it is possible that Nurse A refused to acknowledge that her use of marijuana was problematic, personally or professionally. If that was the circumstance, Nurse A would not have been considered eligible for participation in the alternative to discipline program. Conversely, had Nurse A admitted that her use

of marijuana was causing problems in her personal and/or professional life; she may have been considered a possible candidate for admission to the KARE for Nurses Program.

For further information about the Compliance Section and/or the KARE for Nurses Program, you may contact Paula S. Schenk (PaulaS.Schenk@ky.gov).

KENTUCKY BOARD OF NURSING

2011 BI-ANNUAL CONFERENCE



Accountability

From Personal to Organizational

NOVEMBER 4, 2011

Carroll Knicely Conference Center
2355 Nashville Road, Bowling Green, KY

The Kentucky Board of Nursing sponsors a bi-annual conference to bring together nursing leaders to network and explore topics that are timely and essential to the healthcare of the citizens of the Commonwealth. This program will explore accountability from a personal perspective moving to an organizational one. We are also very excited to have the opportunity for Dr. Melissa Currie to speak on the new state competency requirement related to Pediatric Abusive Head Trauma or "Shaken Baby Syndrome."

Program Topics & Speakers at a Glance

Personal Accountability (Speaker: Kristen Lindeen)

Accountable Care Organizations
(Speaker(s): Steven Hester, MD, MBA & Tracy Williams, DNP, RN)

Pediatric Abusive Head Trauma (Speaker: Melissa Currie, MD)

SEE PAGE 9 FOR MORE INFORMATION

DISCIPLINARY Actions

Since the publication of the Summer edition of the KBN Connection, the Board has taken the following actions related to disciplinary matters as authorized by the Kentucky Nursing Laws. A report that contains a more extensive list of disciplinary actions is available on the KBN website (<http://kbn.ky.gov/conprotect/investdiscp/disciplinary.htm>). If you need additional information, contact KBN's Consumer Protection Branch at 502-429-3300.

IMMEDIATE TEMPORARY SUSPENSION OF LICENSE/CREDENTIAL

Allen, Jennifer Bates	RN License #1034067	David, KY	Eff..... 9/27/2011
Asher, Eleisha	RN License #1124784	Manchester, KY	Eff..... 9/27/2011
Aldred, Craig	LPN License #2045891	Union, KY	Eff..... 9/1/2011
Baker, Roger	RN License #1094302	Jenkins, KY	Eff..... 9/27/2011
Barrowman, Elizabeth June Sloan	RN License #1081345	Elkhorn City, KY	Eff..... 9/27/2011
Bowlds, Allyson E. Straney	RN License #1110567	Owensboro, KY	Eff..... 8/15/2011
Conner, Robin Fulton	LPN License #2028191	Maysville, KY	Eff..... 9/27/2011
Cordrey, Danielle Marie Coyne	LPN License #2038822	Crittenden, KY	Eff..... 9/21/2011
Cundiff, Julia Humphrey	LPN License #2025178	Louisville, KY	Eff..... 8/15/2011
Delate, Marylee Shutt	RN License #1116821	Cooper City, FL	Eff..... 9/27/2011
Durall, Michele Rae	RN License #1117187	Greenville, KY	Eff..... 9/8/2011
Earls, Felisha	RN License #1123973	Williamsburg, KY	Eff..... 8/15/2011
Eberwein, Deborah Cheri	RN License #1042250	Lexington, KY	Eff..... 9/27/2011
Fenn, Melissa Claudette Jones	LPN License #2026471	Corydon, IN	Eff..... 8/15/2011
Howard, Tony Theodore	RN License #1098696	Calvert City, KY	Eff..... 9/27/2011
Hudson, Rochelle Renee	LPN License #2043741	Lexington, KY	Eff..... 8/15/2011
Justice, Stephanie Lynn Cowger	RN License #1110132	Elkhorn City, KY	Eff..... 9/27/2011
Lamar, Lon	RN License #1117406	Louisville, KY	Eff..... 8/15/2011
Lucas, Jodi Raeann	RN License #1084892	Georgetown, KY	Eff..... 8/26/2011
Morgan, Brandi Michelle Tackett	LPN License #2034957	Mt. Vernon, KY	Eff..... 8/15/2011
Rickey, Amanda Mae Kerfoot	RN License #1115396	Covington, KY	Eff..... 8/12/2011
Seaton, Elizabeth A.	RN License #1102798	Hanson, KY	Eff..... 9/27/2011
Spencer, Latoria Mae	LPN License #2039035	Louisville, KY	Eff..... 8/15/2011
Wagoner, Jordan	RN License #1123178	Russellville, KY	Eff..... 9/27/2011

IMMEDIATE TEMPORARY SUSPENSION OF PRIVILEGE TO PRACTICE

Daniels, Marjorie Danielle	VA LPN License #2074851	Pound, VA	Eff..... 9/21/2011
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IMPORTANT LICENSURE INFORMATION

The licensure renewal period for all nursing licenses and credentials ends at midnight (Eastern Time) on Oct. 31, 2011. Failure to renew within this time period will require a reinstatement application and criminal background check. See page 16 for more information.

LICENSE/CREDENTIAL IMMEDIATELY SUSPENDED OR DENIED REINSTATEMENT FOR FAILURE TO COMPLY WITH BOARD ORDER; STAYED SUSPENSION IMPLEMENTED OR TERMINATION FROM THE KARE PROGRAM

Abbott, Grace Ellenor Rabalais	LPN License #2034528	Louisville, KY	Eff..... 8/25/2011
Brown, Joni Melissia Clifton	LPN License #2036073	Sturgis, KY	Eff..... 9/22/2011
Butchee, Rebecca Lyn Stinson	RN License #1116397	Louisville, KY	Eff..... 8/22/2011
Dillman, Linda F. Stout	RN License #1073813	Lexington, KY	Eff..... 8/18/2011
Floyd, Samuel J.	RN License #1066847	Cox's Creek, KY	Eff..... 8/24/2011
Hutchins, Sherry Renee	RN License #1089531	Louisville, KY	Eff..... 8/30/2011
Lancaster, Sharon Lynn Barney	RN License #1094444	Fountain City, IN	Eff..... 8/30/2011
List, Stephanie Elaine Yerian	RN License #1119649; APRN #3005998	Washington Court House, OH	Eff..... 9/16/2011
McGlone, Holly Sabrina Hignite	RN License #1094804	Olive Hill, KY	Eff..... 8/23/2011
Montgomery, Lauren Denise Burks	LPN License #2035367	Louisville, KY	Eff..... 8/24/2011
Pettus, Bradlee Mark	RN License #1097109	Erlanger, KY	Eff..... 8/23/2011
Robertson, Deborah S.	LPN License #2018740	Newport, KY	Eff..... 8/17/2011
Skinner, Molly Marie Haas	RN License #1119685	Florence, KY	Eff..... 9/21/2011
Springer, Courtney M.	RN License #1107637	Shepherdsville, KY	Eff..... 8/25/2011
Stapp, Rebecca Jo Stubblefield	RN License #1107369	Clarksville, IN	Eff..... 9/16/2011
Stout, Teresa Gail Nolan	RN License #1086352	Evarts, KY	Eff..... 9/21/2011
Vincent, Cheriee Massey	RN License #1108368	Oakland, KY	Eff..... 8/24/2011
Wheatley, Tonya Renee Newby	LPN License #2034284	Versailles, KY	Eff..... 8/24/2011
Whitis, Shannon Rae	RN License #1104494	Ironton, OH	Eff..... 9/27/2011
Wilson, Sharon Denise McKinney	RN License #1076926; LPN License #2022837	Mayfield, KY	Eff..... 9/22/2011

LICENSE/CREDENTIAL CONTINUED ON SUSPENSION

Whitt, Maria Kelly	RN License #1106367	Mount Sterling, KY	Eff..... 9/2/2011
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LICENSE/CREDENTIAL VOLUNTARILY SURRENDERED

Chapman, Linda Sue Stevens	RN License #1085350	Noctor, KY	Eff..... 9/2/2011
Coffey, Michelle Rene Vanover	RN License #1083407	Somerset, KY	Eff..... 8/12/2011
Foster, Judy Gail	RN License #1082435	Bremen, KY	Eff..... 9/2/2011
Livingood, Susan A. Swisher	RN License #1052098	Crittenden, KY	Eff..... 9/20/2011
Wheatley, Tamara L. Taha	RN License #1119952	Pewee Valley, KY	Eff..... 9/20/2011

LICENSE/CREDENTIAL LIMITED/PROBATED

Fox, Angela L.	LPN License #2038105	Lawrenceburg, KY	Eff..... 8/12/2011
Petering, Laura A. Dickson	RN/APRN Applicant/Endorsement	Louisville, KY	Eff..... 9/2/2011

LICENSE/CREDENTIAL REPRIMANDED

Bray, Christie Dawn	RN License #1091373	Lexington, KY	Eff..... 9/2/2011
Glenn, Ann J. Effinger	RN License #1110649	Louisville, KY	Eff..... 9/2/2011
Morris, Denica F. Linder	LPN License #2020464	Bonnieville, KY	Eff..... 8/12/2011
Parrish, Kassie Danielle	RN License #1105218	Mt. Washington, KY	Eff..... 9/20/2011
Rader, Annette Conway	RN License #1044115	Erlanger, KY	Eff..... 8/12/2011
Robinson, Sandra Thurman	LPN License #2035628	Louisville, KY	Eff..... 9/2/2011
Tevis, Margaret Jean Bradley	RN License #1060091	Wheelersburg, KY	Eff..... 9/2/2011
Whitmer, Robin E. Coke	RN License #1093428	LaGrange, KY	Eff..... 8/12/2011

CONSENT DECREES ENTERED FISCAL YEAR TO DATE

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Imposition of civil penalty for falsification of an application for licensure.....	16
Imposition of civil penalty for failure to meet mandatory continuing education requirement.....	20
Imposition of civil penalty for a positive drug screen.....	2

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LICENSES REMOVED FROM PROBATION FISCAL YEAR TO DATE.....	1
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KENTUCKY ALTERNATIVE RECOVERY EFFORT (KARE) PROGRAM GRADUATES FISCAL YEAR TO DATE.....

KENTUCKY ALTERNATIVE RECOVERY EFFORT (KARE) PROGRAM GRADUATES FISCAL YEAR TO DATE.....	4
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What is the KARE for Nurses Program?

by **Paula S. Schenk, MPH, RN**, *KARE Program Manager and Compliance Section Supervisor*

The Kentucky Alternative Recovery Effort (KARE) for Nurses is a program developed and offered by the Kentucky Board of Nursing (KBN). The purpose of KARE is to identify and assist nurses whose abilities to provide nursing care are compromised by dependency on drugs or alcohol so that they can return to competent and safe practice. The program recognizes that nurses are individuals who have dedicated their lives to helping others and are now in need of help. KARE's foundation is that substance abuse is treatable and that the recovery and return of competent nursing practice is in the best interest of the nurse and public health. KARE believes that a nurse should not lose a job or license due to substance abuse and offers an opportunity for encouragement, treatment and recovery. The program emphasizes hope and is administered with compassion, confidentiality, concern and dignity for the nurse.

The Disease . . .

Many people believe that nurses are immune from addiction by essence of their intelligence and education. In reality, exposure, easy availability, and familiarity with medications often lead predisposed health professionals to develop chemical dependency. Substance abuse is one of the major factors threatening safe nursing practice. Chemical dependency is a chronic, progressive illness characterized by the use of chemicals in spite of adverse consequences. This compulsive-use cycle may have periods where use is controlled, but it is normally followed by at least one episode of out-of-control use causing adverse consequences in one's life. Not recognizing or dealing with chemical dependency will exacerbate the problem. Often we are too engrossed in our own problems to be objective, and our individual efforts result in more stress that increases the severity of the situation. Left untreated, chemical dependency will not only risk your life, but the life and safety of patients.

There is a place to turn for help . . .

Nurses often buy into the myth that they should be able to handle their chemical dependency because they are health care providers. What may seem a tremendous burden to one person can become a lighter load when shared with someone else. The first step is to admit there is a problem. It isn't easy to admit to another person that we are having trouble handling our problems alone. It is a subject that we avoid discussing or confronting. Yet once we reach that first step, we can begin the process of regaining our life.

Services . . .

KARE develops individualized Program Agreements based upon the unique circumstances of the nurse. Monitoring can be facilitated in many ways, some of which are listed here:

- Assisting with identification, assessment and referral to approved treatment providers.
- Monitoring participants' compliance during recovery and continued nursing practice.
- Providing education to nurses, employers and other groups about KARE.
- Providing encouragement and support to help ensure the participants are able to practice nursing in accordance with acceptable and prevailing standards of safe nursing care.

Eligibility . . .

A nurse may access KARE by self-referral, board referral, or referral from another person or agency, such as an employer, coworker or family member. Admission to KARE is available to individuals who, at the time of application, meet the requirements listed below:

- RN or LPN, licensed in Kentucky or an applicant for a credential issued by the KBN;
- Request participation in the program regardless of whether referred by the board, self, or another person;
- Admit in writing to being a chemically dependent individual;
- Have not been terminated from a similar program in this or any other state for noncompliance;
- Have attended an approved treatment provider;
- Obtain a chemical dependency assessment, which includes a complete physical and psychosocial evaluation performed by a licensed or certified medical or psychological specialist in the field of drug, alcohol, or other chemical dependency;
- Agree to the terms set forth in the agreement; and
- Agree not to be employed in any capacity in a patient care setting or one that requires licensure until approved to do so by the program staff.

Questions? KARE compliance forms are located on the KBN website (www.kbn.ky.gov/kare.htm). To obtain further information or to make a confidential referral, call 800-305-2042 and speak with Paula Schenk, KARE Program Manager (Ext. 3328 or Paula.S.Schenk@ky.gov), or Jill Cambron, KARE coordinator (Ext. 3313 or JillM.Cambron@ky.gov).

KARE Program News

by Paula S. Schenk, MPH, RN,
KARE Program Manager and Compliance Section Supervisor

In July 2011, the Kentucky Peer Assistance Program for Nurses (KPAPN) made a donation of over twenty one thousand dollars to the KARE for Nurses Program. Gretchen LaGodna, PhD, RN and Margaret Miller, EdD, RN presented this generous gift citing the importance of educating nurses, nursing students and others on the issue of substance use disorders, its physical, emotional and psychological manifestations. The Board extends its appreciation not only for this gift, but also for the years of service provided by KPAPN promoting the early identification, intervention and referral to treatment for nurses with substance use disorders.



(From left to right)
Margaret Miller, Paula Schenk, Gretchen LaGodna

Seventh Annual

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April 22	New Orleans, Louisiana	--	04:00 PM
April 23	Fun Day At Sea	--	--
April 24	Fun Day At Sea	--	--
April 25	Montego Bay, Jamaica	09:00 AM	06:00 PM
April 26	Georgetown, Grand Cayman	07:00 AM	04:00 PM
April 27	Cozumel, Mexico	10:00 AM	05:00 PM
April 28	Fun Day At Sea	--	--
April 29	New Orleans, Louisiana	08:00 AM	--

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POETRAVEL

DIALYSIS TECHNICIAN Corner

by **Sharon Eli Mercer, MSN, RN NEA, BC,**
Nursing Practice Consultant

National Certification Requirement at Renewal

Effective October 14, 2008, the Centers for Medicare and Medicaid Services established new national certification rules governing Dialysis Technicians working in renal dialysis centers. Federal Regulation 42 CFR 494.140 states all newly employed technicians must obtain national certification within 18 months of hire date. All currently employed Dialysis Technicians have 18 months from the effective date, October 14, 2008, to obtain certification.

According to 201 KAR 20:470, a Dialysis Technician shall report to the Board the name of the national certification program that has issued their certification. A copy of the national certification certificate with expiration date must be provided to the Board at renewal of the Kentucky Dialysis Technician Credential.

Information about National Certification is available below:

- Certified Clinical Hemodialysis Technician (CCHT) offered by the Nephrology Nursing Certification Commission (NNCC) - \$195 effective 1/1/2010
East Holly Avenue, Box 56
Pittman, NJ 08071-0056
www.nncc-exam.org
- Board of Nephrology Examiners for Nursing and Technology (BONENT) - \$200
901 Pennsylvania Avenue, NW
Suite 607
Washington, D.C. 20006
www.bonent.org
- National Nephrology Certification Organization (NNCO) examination - \$245
1350 Broadway 17th floor
New York, NY 10018
www.ptcny.com

KENTUCKY PROGRAM AIMS TO EDUCATE FUTURE U.S. NURSES ABOUT GROWING HISPANIC CULTURE



*Photo by Mary Beth Wimsatt
(From left to right: Allison Tewes, Kara Neel, Molly Berger, Alejandra Escalante) During a visit to the Universidad Autonoma de Yucatan Nursing School in Merida, Yucatan, Mexico, students learn how the UADY nursing students utilize learning with medical simulation dolls.*

A mother usually basks in the praise and envy directed at her beautiful new child. Which is why Kendra Huber found it curious – and educational – one wet afternoon in Tizimin, Mexico, to meet a mother who did not welcome the attention her infant attracted.

Huber was observing at a village medical center as the Mexican mother and father hurried in from the rain with an armful of blankets. Once inside, the bundle revealed a full head of ruffled dark brown hair and piercing blue-green eyes. “It was possibly the most beautiful child I’ve ever seen,” said Huber, a 21-year-old nursing and Spanish double major at Carson-Newman College in Tennessee.

Though the mother left with medication for her baby’s ear infection, a nurse told Huber the woman believed her child suffered from envidia — an ailment motivated by envy or jealousy in traditional Mexican medicine. “I’m pretty certain the mother thought that

her baby was being envied too much, and that the people who were envying her were inflicting the illness onto the baby,” Huber said.

Experiences such as these allow Huber and others to enhance their nursing careers by gaining a greater understanding of the experiences and family lives of Hispanic patients.

This was one of several experiences Huber and other students gained in a five-week program in Mexico offered this summer through the Kentucky Institute for International Studies (KIIS), a non-profit consortium of colleges and universities. With the burgeoning Hispanic population in the United States, cultural sensitivity was a key goal of the trip, said Adele Dean, a program director and associate professor at Northern Kentucky University.

According to the Pew Hispanic Center, the U.S. Hispanic population that was previously concentrated in eight or nine states has now spread

by **Michelle Day**, News/Editorial Journalism Graduate, Western Ky Univ. and **Michelle Child**, Public Relations Student, Western Ky Univ.

throughout the country. That includes Kentucky, where the number of Hispanics has doubled in 50 of the 120 counties in the past decade.

Kentucky health professionals need to prepare for cultural encounters like the ones KIIS students experienced, said Chip Kraus, public health services coordinator for the Barren River District Health Department.

Similar to patients in Tizimin, Hispanic patients in the U.S. may hold traditional medical beliefs that are different than what doctors tell them, Kraus said. “[We try to] understand where they’re coming from and not judge them,” he said.

If a professional translator isn’t available, the language barrier is often the most immediate problem, Kraus said. Parents often bring their young children to clinics to translate for them, creating potential problems.

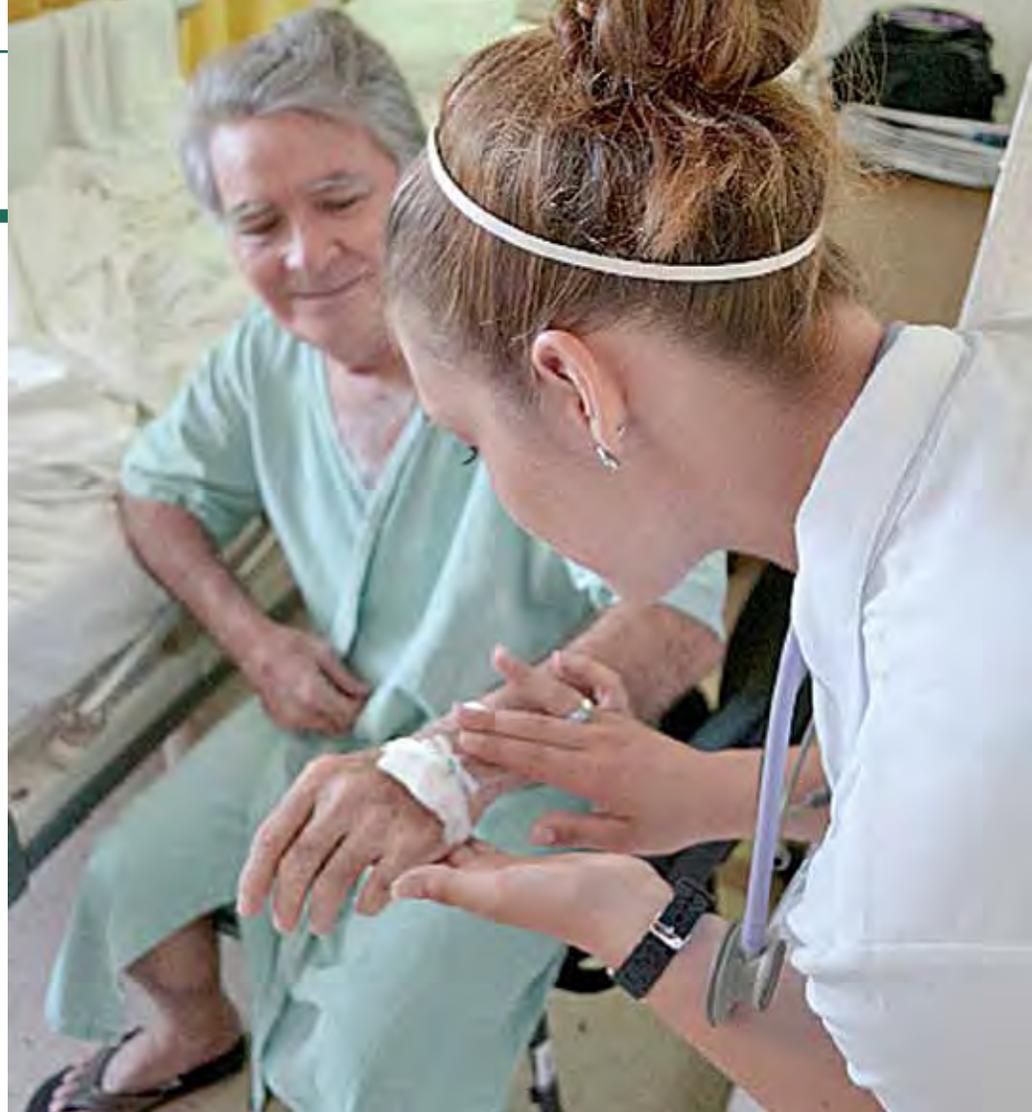
“How do you ask an 8-year-old to ask her mother how many sexual partners she’s had?” Kraus said. “... Kids have different understandings of the importance of things. Are they really going to tell their moms they need to fix more green vegetables?”

Offering health classes in Spanish, using diagrams with Hispanic foods, and working with local churches are some efforts implemented to build trust in Hispanic neighborhoods.

Living in a Mexican home, eating local cuisine, and working in hospitals and villages gave Tiffany Grammer a taste of daily Mexican life that she said she’ll keep with her as a nurse. The Northern Kentucky University (NKU) nursing student works as a patient care assistant at Cincinnati Children’s Hospital and frequently encounters Hispanic patients.

“I came to this [program] trying not to impose my own culture or beliefs,” she said. “Now I could much better understand a Hispanic patient.”

NKU nursing student Brittany Poe experienced the Mexican public health care



*Photo by Mary Beth Wimsatt
NKU nursing student Kara Neel interacts with a patient during one of the many clinical observations the students completed at the Mérida public hospital.*

system firsthand when she made a personal appointment at a local hospital for a health problem. She hopes to be as knowledgeable, comforting, and personable with her patients in the United States as the hospital staff she observed.

“I was scared because I didn’t know what to expect,” Poe said. “But I got right in... and a nurse held my hand the whole time. I used to be afraid of touching patients, but now I realize that healing touch is important.”

These experiences are exactly what Dean had in mind when helping to build the pre-professional program through KIIS. “We get a better outcome at hospitals if we know how to be culturally sensitive to our patients,” said Dean, who was a women’s health nurse practitioner for 25 years before becoming a professor.

That ability is something both Mexican

and American nursing students learn with time and maturity, said Alejandra Escalante, a Mexican nursing professor who taught medical Spanish for the KIIS program. Escalante also gave students a tour of her school, Universidad Autonome de Yucatan, and acted as a translator while they compared experiences with their Mexican counterparts.

Escalante said it’s “very cool” that American students are getting an introduction to Hispanic culture through the KIIS program. The field trips to cultural landmarks, the clinical work and the tours of medical facilities and schools will give them valuable cultural skills, she said.

“They are here learning what it is to be in Mexico... what it is to be a Mexican patient,” she said.

Considerations When Choosing an Online

As each autumn rolls around, the idea of returning to school fills the air. Returning to school can bring a lot of excitement and equal amounts of anxiety. With the growing number of nursing programs available, both in and outside of Kentucky, it is important that nurses take some time to reflect on the reason for returning to school and what is the best format. The majority of us are very familiar with the traditional “live classroom,” but with the proliferation of technology the many opportunities available through “online or distance” education can be a bit overwhelming. This article will attempt to provide the reader with a series of areas to contemplate when thinking of returning to school. Though much of the information will apply to both traditional and distant options, the focus will be on selecting an online program.

Thinking through why you want to return to school, and what your ultimate goal for your education is, must be the first and guiding step in your thinking. Regardless if you are wanting to complete your RN degree, achieve a BSN, or begin graduate education, developing a plan should save you time, money, and a lot of heartache. Regardless of what level of nursing degree you plan to pursue, nurses are often presented with many options and sometime offers that seem “too good to be true.” Though there are a large number of excellent online nursing programs available, there are also some that use a variety of marketing strategies to grab your attention by offering credit for life experiences or coursework on an exotic island.

To be sure that the nursing education program selected will meet your short- and long-term goals, there are five (5) topical areas to consider:

1. Whether the college/university is accredited;
2. How to know that the college is legitimate;
3. Whether the nursing program is accredited by a nursing accrediting body such as NLNAC or CCNE;
4. The format of the classes, either

online, traditional, or a combination; and

5. Whether your credits will transfer to other institutions of higher education.

COLLEGE/UNIVERSITY ACCREDITATION

It is critical to determine that the educational institution is accredited by a nationally recognized accrediting body. Although at the time you enroll, moving beyond this one degree may not even seem like a possibility, times change, and most importantly, you do not want to have to start over. My father always said that no one knows what the future holds and it is important that the time and money you invest in your education will not turn into a barrier should you wish to advance beyond the immediate educational goal. Determining the college or institutional accreditation is number one in consideration when selecting a program. Accreditation is a voluntary process by which a college must meet an established set of guidelines based on industry standards. From the Federal government standpoint, only colleges that are accredited by an agency recognized by the U.S. Department of Education are eligible to participate in the federal student aid programs.

The goal of national accreditation is to provide the consumer with an assurance that the institution provides a minimum level of quality. The most widely accepted national accrediting bodies includes the six (6) regional accreditors. The regional accrediting body for Kentucky is SACS (Southern Association of Colleges and Schools). This is not to say that if a college is not accredited by SACS they are less credible, it just means that college has opted for a more specialized accrediting body. The second most common accrediting body for nursing programs is ACICS (Accrediting Council for Independent Colleges and Schools). This accrediting body includes schools that offer programming at the professional, technical, or occupational level. There are a large number of accrediting agencies that are approved by the U.S. Department of

Education. To determine if the college you are interested in is accredited, information can be accessed at the U.S. Department of Education website (<http://ope.ed.gov/accreditation>).

THE PROGRAM'S LEGITIMACY

Especially when selecting an online college program, the potential for fraud and abuse is great. There have been numerous items in the news about “diploma mills” or persons that use fraudulent ways to offer or sell you a degree. With the number of “fake” schools available on the Internet, it is important that students are able to recognize potential red flags when reviewing general information on a college website. The Federal Trade Commission provides a list of items that should raise a student’s suspicion to lead them to ask more questions. These include colleges that offer: a) degrees with no studying or exams, b) a flat fee, c) no waiting, or d) no attendance. Very often these institutions will advertise that credits are awarded for “life experiences.” It is also not uncommon for a diploma mill to adopt a name that is very similar to an established college/university as a way of misleading potential students. Remember that these agencies are operating illegally and what they offer is “not worth the paper it’s printed on.” There are a number of websites that have been established to assist in identifying these agencies. The home page of CHEA (www.chea.org) has a number of articles on the topic of diploma mills.

Another issue of concern arises from calls we receive related to promises made from publishing companies that identify themselves as a college. There are a number of for-profit publishers and consultants who claim they can assist students in earning a degree from a reputable college. Representatives of these companies will call or visit prospective students and state that their materials/services will provide students with a special advantage in completing their degree requirements. Despite such representations, the materials and services offered by these individuals usually do not

provide any special advantage. Potential students are asked to sign a legally binding agreement requiring the payment of hundreds, even thousands of dollars for the services. Before signing anything, it is recommended that the student contact the identified college directly and inquire as to the promises made by this third party. Online colleges that we have spoken to state that materials needed for study will be provided by the college and that the purchase of materials from an outside company is not necessary for success. Callers to the Board have also shared that the name of the publishing company may imply that they are in fact a college. If the proposal seems to good to be true—it probably is!

ACCREDITATION BY SPECIALTY NURSING ORGANIZATION (NLNAC OR CCNE)

For students wanting to earn a degree that will make them eligible to take the licensing examination (NCLEX), the individuals must graduate from a nursing program that has been approved by a state board of nursing. Board of nursing approval, not accreditation, is the minimum requirement for all pre-licensure nursing programs. We receive numerous calls asking if the Board of Nursing has accredited a program. There is a distinction between approval and accreditation. In Kentucky, program approval is required but program accreditation is voluntary. When a student moves beyond basic entry to earn additional degrees such as RN to BSN, MSN or DNP, the student should consider the importance of a nursing program that holds specific nursing accreditation.

Earlier we spoke to the issue of institutional accreditation. The next step in selecting a program relates to determining program-specific accreditation. For the nursing profession, there are two (2) nationally recognized accrediting organizations: the National League for Nursing Accrediting Commission (NLNAC) and the Commission on Collegiate Nursing Education (CCNE). Nursing accreditation is seen as an additional “stamp of quality” and a commitment



by the program to excellence. In addition to meeting institutional accreditation requirements and Board of Nursing regulations, programs accredited by NLNAC or CCNE must also meet the accrediting agency standards. Visits are made by the accreditors to the nursing programs where peer evaluators review the program for adherence to standards and advise the program on national trends. It has been known that some employers, such as the Veterans Administration, and many graduate programs, require candidates to have graduated from a program recognized by one of the two accrediting bodies. The list of all approved programs can be located on the respective website for the accreditors (www.nln.org/nlnac or www.aacn.nche.edu).

ONLINE VS. LIVE COURSES

Most nurses today lead very full lives, balancing work and family responsibilities. Adding another responsibility, such as returning to school, may seem like an impossible task. But the age of technology and the Internet have allowed nursing education to move into your living room. With the expansion of online educational programs, the ability for a nurse to include school in his/her schedule may now seem possible. When thinking about selecting an online program, first think about what is most appealing about online learning? As

with any program, what may seem like an advantage for one person is a disadvantage for another.

Online or distance education courses afford the learner the opportunity to complete learning activities anywhere there is Internet access without actually attending classes. The ability to “learn at your own pace” and on your own time schedule lends itself to greater flexibility for the already busy student. The greater degree of flexibility allows the learner to maintain his/her work schedule and minimize family interruptions. With traditional classroom programs, the time of the class may make attendance impossible with the nurse’s current work or home schedule.

Another advantage to distance education may be in the availability of faculty members. With online education, faculty members are no longer restricted to those who reside in the local community. Online courses can utilize subject experts from across the country, thus expanding ways of thinking beyond the local community. Along with faculty from across the country, the student body will usually extend beyond local residents. Expanding one’s thinking beyond the norm for the community can allow students to step outside the box. The use of chat rooms and online postings require students to interact with the class,

Continued on page 30 >>

allowing all to be heard, and moving beyond the few classroom students that may dominate the classroom discussion.

It has been perceived by some that online courses are easier, but most students have found this not to be the case, with online courses being just as demanding as in the traditional classroom setting. Students that elect to participate in online courses must be very organized and self-directed, needing limited outside assistance for dictating the pace of the course. Individuals must be highly motivated and willing to keep themselves on target in order to meet deadlines. Another important skill needed relates to computer abilities. It is important to determine computer needs and Internet capabilities. The availability of a “24/7 help desk” will be critical when a bump in the road happens.

TRANSFERABILITY OF CREDITS FROM OTHER SCHOOLS

Calls are received everyday from individuals angry that credits earned in their nursing program will not transfer to other institutions. When the credits will not transfer, the student is told that they must “start over.” When attending college, the possibility of transferring to another college is fairly high. Studies estimate that the transferring of college credits is as high as 60 percent (60%). Each individual educational institution has the authority to determine what courses will or will not be accepted as transfer credits. Very often the transfer acceptance decision is based on the accrediting body of the institution where the credits were earned. The bottom line is “wasted credits will cost you time and money.” Before enrolling, ask if the credits transfer to other schools and ask for specific examples of college names. It is recommended that you call other institutions to find out for yourself their transfer and acceptance practices.

Another consideration extends beyond the accepting of credits to the accepting of credits that meet graduation requirements. Strong advising by a qualified faculty member is essential so that a student does not attend classes that are not required for graduation and are considered “extra.”

Often general education requirements differ between colleges and what may be considered recognized at one college will not count for another. Though it has been more than 30 years, I still think about the “Philosophy of Religion” class that I took at my first college and then transferred to my new college. It was “accepted” but did not count toward my degree requirements—it was “extra.” Ask for a copy of the program of study, compare it against courses that you have already taken, and be prepared to state your case if turned down for posting of credits to those required. If you have saved your course syllabi or have a copy of the course description from the college catalog, this information is helpful when the registrar is considering acceptance of credits.

PROGRAMS LEADING TO INITIAL LICENSURE—APPROVAL BY A BOARD OF NURSING

Very often we receive calls from LPNs who want to return to an RN program. The primary reason for calling is to determine if Kentucky will “accept” the graduates of the program for licensure. The Kentucky Board of Nursing has direct jurisdiction over pre-licensure programs that are located within the state. Likewise this is true for other Boards of Nursing. If a student wishes to enroll in a program outside of the state, for instance Tennessee, to ensure that you will be able to take the licensing exam, you need to refer to the Tennessee state board of nursing to determine their approval status. Websites for each state board of nursing can be accessed through the National Council of State Boards of Nursing website (<https://www.ncsbn.org/contactbon.htm>).

FINAL CONSIDERATIONS

- **Location of the program:** Will classes be held online or on-campus? If you are choosing an online option, you will want to ask if you will need to visit the main campus and the frequency.
- **Size of classes:** The size of any class, whether in-person or online, will directly impact the amount of time that the instructor has to devote to each student. Smaller classes usually afford the student a closer relationship with the instructor.

- **Tuition cost and fees:** Determine if the cost of the program is by credit hour, or if there is a flat cost for “full time” tuition. Often colleges add fees, such as for computer or technology access, in addition to the tuition cost. Don’t forget books. Books can add several hundred dollars to each academic term. Ask if it is possible to purchase books other than from the college bookstore. Ask for or develop a total cost of the program. Beware of sticker shock, but it is important to know the total amount before you start.
- **Availability of financial aid:** Seek assistance from the financial aid department as to what, if any, aid or low-cost loans are available to students. Seek scholarships from your employer, foundations or special interest organizations.
- **Length of the program or program of study:** Determine the pace you wish to take courses and plot a graduation date. Be sure to inquire if some courses are only offered in certain semesters/terms. There is nothing worse than to have one class left and it is only offered once a year and you just missed it. Give yourself a date for graduation! Mark it on a calendar and set the goal. Having the date will help to motivate you forward.
- **Clinical experiences:** Will there be clinicals, and what type of clinical activities will be required for the program? A specific question to ask relates to who is responsible for locating and arranging the clinical experiences. Often students are required to arrange their own clinical experiences which can be very stressful. The more numerous and varied experiences that students are exposed to provides for a richer educational and learning experience. Remember to do your homework before enrolling anywhere. Call potential employers, talk with co-workers as to what they have heard, and call colleges/institutions where you might want to transfer. Information is power and the better armed you are with the essential details, the more likely the program you select will be right for you.

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