# Kentucky Board of Nursing Annual Report 2009-2010

KENTUCKY BOARD OF NURSING 312 Whittington Pkwy., Suite 300 · Louisville, KY 40222-5172 800-305-2042 or 502-429-3300 · www.kbn.ky.gov

## **BOARD MEMBERS**

Jimmy T. Isenberg, RN, President Glasgow

Patricia Birchfield, ARNP, Vice-President Lexington

> Gail I. Wise, RN, Secretary Mays Lick

Sonia Rudolph, ARNP, Financial Officer Louisville

Sally Baxter, RN (Maysville)

Christe S. Coe, ARNP (Louisville)

Jamie D. Daniel, LPN (Hustonville)

Ann Fultz, LPN (Ashland)

Jann B. Gilliam, Citizen-at-Large (Annville)

Cheryl Hickman, RN (Pikeville)

Carol Komara, RN (Lexington)

Susan Mudd, RN (Bardstown)

Elizabeth Partin, ARNP (Columbia)

Deborah Phillips, LPN (Louisville)

Anita F. Simmons, Citizen-at-Large (Hopkinsville)

Anne H. Veno, RN (Crestwood)

## COMMITTEE MEETINGS

 Education Committee
 Consumer Protection Committee

 Sep. 17, 2009
 Sep. 17, 2009

 Nov. 5, 2009
 Nov. 5, 2009

 Jan. 14, 2010
 Jan. 14, 2010

 Mar. 18, 2010
 Mar. 18, 2010

 May 13, 2010
 May 13, 2010

Governance Committee Sep. 17, 2009 Nov. 5, 2009 Jan. 14, 2010 Mar. 18, 2010 May 13, 2010 Practice Committee Sep. 18, 2009 Nov. 20, 2009 Jan. 15, 2010 Mar. 19, 2010 May 14, 2010

### **BOARD MEETINGS**

August 26-28, 2009 Retreat Meeting

October 15-16, 2009 Regular Meeting

December 10, 2009 Regular Meeting

February 18, 2010 Regular Meeting

April 15-16, 2010 Regular Meeting

June 17-18, 2010 Annual Meeting

## BOARD OFFICERS

ELECTED APRIL 2009 President: Jimmy T. Isenberg Vice-President: Patricia Birchfield Secretary: Gail I. Wise Financial O.: Sonia Rudolph

<u>2008-2009</u> Jimmy T. Isenberg Sally Baxter Carol Komara Anne H. Veno <u>2007-2008</u> Jimmy T. Isenberg Sally Baxter Gail I. Wise Susan H. Davis

## KENTUCKY BOARD OF NURSING

### MISSION

The Kentucky Board of Nursing protects well-being of the public by development and enforcement of state laws governing the safe practice of nursing, nursing education, and credentialing.

### CORE VALUES

In order to protect the public, we are committed to:

### EXCELLENCE

Excellence and quality by delivering consistent, effective, and efficient services.

### INTEGRITY

Honesty, fairness, and objectivity in the development and enforcement of laws and regulations.

### **R**ESPONSIVENESS

Taking initiative, communicating openly, and demonstrating care and concern in all endeavors.

### COLLABORATION

Working in a cooperative spirit while maintaining respect for all individuals.

## GOAL 1

Sound defensible, regulatory practices that protect the public through a Just Culture model.

- Create opportunities for interagency policy development and collaboration.
- Continue enhancements for the disciplinary action processes.
- Continue enhancements for the alternative to disciplinary action processes.
- Increase public awareness and understanding of the role and purpose of the Board of Nursing.
- Increase the public's participation in regulatory decision making.
- Continue to plan and evaluate the nursing education requirements, practice issues, and competency determination.
- Regulate nurses and persons who provide nursingrelated acts.

### GOAL 2

Efficient delivery of services that meet the needs of consumers and regulated entities.

- Maintain an organizational structure that promotes effective utilization of agency resources.
- Enhance communications and positive image of KBN.

### VISION

We aspire to:

### DELIVER

benchmark-quality services in healthcare regulation.

### MEET

the challenges of a dynamic and ever-changing healthcare environment.

### HAVE

an organizational environment that fosters creativity, innovation, and outstanding leadership.

### HAVE

a committed and appropriately compensated Board/staff who have exceptional knowledge and skills.

## ACHIEVE

integration of regulatory efforts affecting the health of the public.

HAVE effective and efficient board functions.

- Continue to implement workflow redesign for selected agency services.
- Monitor mutual recognition initiatives.
- Continue electronic enhancements to licensure and credentialing processes.

### GOAL 3

Optimal use of technology that supports agency services.

- Plan for implementation of the agency Information Resources Plan.
- Improve utilization of communications technology.
- Explore new technologies to enhance agency and board functions.

### GOAL 4

An organizational culture that promotes job satisfaction and career development.

- Increase staff involvement in agency planning and policy implementation.
- Enhance orientation and development programs for the members of the Board, committees, and councils.
- Enhance means to increase service recognition of volunteers, Board and staff members.
- Monitor and maintain appropriate compensation for employees and Board members.
- Increase understanding of job functions throughout the agency.

### **BOARD ACTIVITIES**

All meetings of the Board and its committees and councils were held in open session as required by the Kentucky open meetings law. The commitment of the members of KBN and the dedication of its staff continued in unabated fashion. Appreciation for this service by KBN staff and members was expressed through the recognition programs of the agency and executive branch of state government.

Retiring Board member for FY 2008-09 was Melda Sue Logan, Citizen-at-Large. Reappointed Board members were Sally Baxter, RN; Carol Komara, RN; and Anne Veno, RN. Newly appointed Board member was Anita Simmons, Citizen-at-Large.

### COMMITTEES, COUNCILS, GROUPS, PANELS

Advanced Registered Nurse Practice Council

Related organizations nominate representatives for membership on the ARNP Council, as an advisory body to KBN. The council advises and recommends practice standards regarding the performance of acts relative to nurse anesthesia, nurse-midwifery, nurse practitioner, and clinical nurse specialist practice.

Chair: Patricia Birchfield, ARNP Jessica L. Estes, ARNP, KNA Venda Kelley, ARNP, KCNP/NM Marilyn Osborne, ARNP-M, KCNP/NM David Schwytzer, ARNP-A, KyANA Russell L. Travis, KBML

Kristin V. Paul, ARNP, KNA Anne Policastri, RPh, KBPh Leandra Price, ARNP-CNS, KNA Staff Coord: Sharon Mercer, RN

#### **CONSUMER PROTECTION COMMITTEE\***

The Consumer Protection Committee considers those matters related to investigation and disciplinary processes and preparation of hearing panel members.

Chair: Susan Mudd, RN Ann Fultz, LPN Jann B. Gilliam, C-a-L

Carol Komara, RN Anita Simmons, C-a-L Staff Coord: Sandra Johanson, RN

#### CONTROLLED SUBSTANCES FORMULARY DEVELOPMENT COMMITTEE

The committee shall serve in an advisory capacity to the Kentucky Board of Nursing in the recommendation of an administrative regulation governing limitations, if any, for specific controlled substances prescribed by ARNPs.

Co-Chair: Elizabeth Partin, ARNP Co-Chair: Donald Swikert, MD Staff Coord: Sharon Eli Mercer, RN Venda Kelley, ARNP Jeffry Mills, PharmD John R. White, MD

#### CREDENTIALS REVIEW PANEL

The Credentials Review Panel considers those matters related to licensure and registration credentials and disciplinary investigation and action not otherwise covered by applicable laws and/or guidelines set by KBN.

Chair: Elizabeth Partin, ARNP Patricia Birchfield, ARNP Staff Coord: Sandra Johanson, RN Jamie Daniel, LPN Cheryl Hickman, RN

#### **DIALYSIS TECHNICIAN ADVISORY COUNCIL**

The Dialysis Technician Advisory Council advises KBN regarding qualifications, standards for training, competency determination of dialysis technicians, and all other matters related to dialysis technicians.

Chair: Christe S. Coe, ARNP Kimberly Dawn Bailey, DT Rachel Hammond, DT Mellisia McCloud, DT

R. Lynne Patterson, RN Ann Boone Rich, RN Kathy Roberts, RN Staff Coord: Sharon Mercer, RN

#### **EDUCATION COMMITTEE\***

The Education Committee considers those matters related to mandatory continuing education and prelicensure nursing education in the Commonwealth.

Chair: Gail I. Wise, RN Ann Fultz, LPN Jimmy T. Isenberg, RN Staff Coord: Patty Spurr, RN Carol Komara, RN Susan Mudd, RN Anne H. Veno, RN

#### **GOVERNANCE PANEL**

The Governance Panel is responsible for reviewing Board guidelines, structure, operations, and Board member development. It submits recommendations to KBN on these and related matters.

Chair: Patricia Birchfield, ARNP Anne H. Veno, RN Ann Fultz, LPN Gail I. Wise, RN Jann Gilliam, C-a-L Staff Coord: Nathan Goldman, JD

#### **KBN** CONNECTION EDITORIAL PANEL

The KBN Connection Editorial Panel considers those matters related to planning for the preparation and publication of the official KBN magazine. published 4 times in FY 07-08.

Chair: Deborah Phillips, LPN Christe S. Coe, ARNP

Anita Simmons, C-a-L Staff Coord: Sue Derouen, RN

#### **NCSBN DELEGATES**

Jimmy T. Isenberg, RN Gail I. Wise, RN

Charlotte Beason, RN, Alternate Delegate Elizabeth Partin, ARNP, Alternate Delegate

#### NISF GRANT REVIEW COMMITTEE Chair: Jimmy T. Isenberg, RN

#### **PRACTICE COMMITTEE\***

The Practice Committee considers those matters related to the interpretation of the legal scope of nursing practice as defined in Kentucky Nursing Laws and KBN administrative regulations. Committee deliberations may include review of other relevant statutes and regulations as necessary.

Chair: Elizabeth Partin, ARNP Sally Baxter, RN Patricia Birchfield, ARNP Christe Coe, ARNP

Jamie Daniel, LPN Cheryl Hickman, RN Sonia Rudolph, ARNP Staff Coord: Sharon Mercer, RN

#### **UAP MEDICATIONS TASK FORCE**

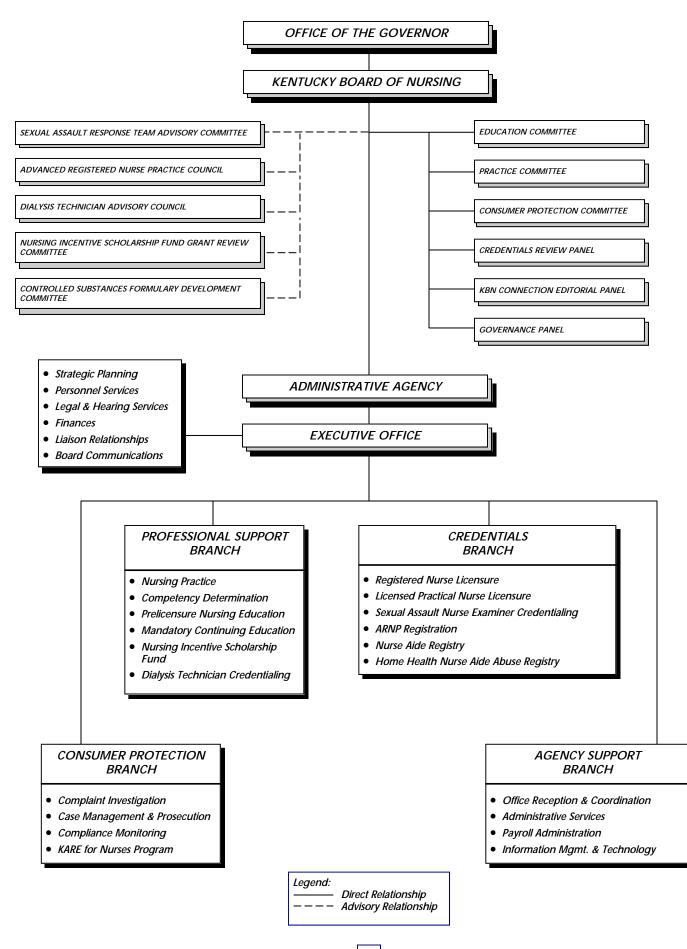
The UAP Task Force exists to Identify and explore issues surrounding the administration of medication by unlicensed personnel; provide overall direction and guidance to subcommittee(s) composed of a variety of individuals with knowledge and expertise regarding the administration of medication by unlicensed personnel; and advise the KBN Practice Committee on future utilization and oversight of unlicensed personnel administering medication.

Chair: Jimmy T. Isenberg, RN

Deborah Phillips, LPN Staff Coord: Sharon Mercer, RN

\* KBN President and Executive Director are Ex-Officio Members

### REGULATION OF NURSES, AND NURSING EDUCATION AND PRACTICE



## HIGHLIGHTS OF BOARD ACTIVITIES: FY 09-10

- Approved AOS #37, Role of the Advanced Registered Nurse Practitioner in the Prescribing of Medications to Self and/or Family. [Advisory Opinion Statements are available on the KBN website (http://kbn.ky.gov/practice/AOS)]
- Approved AOS #38, Facilitation of Self-Administration of Medications in a Non-Healthcare Setting.
- Approved Decision Tree for Delegation to Unlicensed Assistive Personnel.
- Approved the title change and revisions to AOS #3, Recommended Course Content Intravenous (IV) Therapy for Registered Nurses and Licensed Practical Nurses.
- Reviewed AOS #5, The Performance of Advanced Life Support Procedures by Nurses.
- Reviewed AOS #17, Roles of Nurses in the Administration of "PRN" Medications and Placebos.
- Approved a Medication Administration by Unlicensed Assistive Personnel (UAP) Training Program in the school setting. All UAPs in schools who administer medications must be instructed by a RN utilizing this program. This training program was developed in conjunction with the Ky. Dept. of Education. The Ky. Dept. of Education revised their administrative regulations to mandate this training for UAPs in a school setting.
- Issued five (5) nursing practice advisory opinions addressing:
  - Scope of Advanced Registered Nursing Practice SWAT Medic and Etomidate
  - Scope of Advanced Registered Nursing Practice Prescribing of Medications to Self and/or Family
  - Scope of Advanced Registered Nursing Practice in the Performance of Screening Colonoscopies
  - Scope of Registered Nursing Practice in the Administration of Etomidate
  - Scope of Licensed Practical Nursing Practice and the Definition of "Readily Available"
- Nurse Incentive Scholarship Fund directed the funding of 33 continuation applicants (\$84,000), and a selected cohort of 64 new applicants thru the 75-point range (\$184,500) with an expected graduation date before December 2011. Total funding of scholarships in 2009-10 was \$268,500.
- Applications and Proposals for New Programs of Nursing The Board directed the following actions be taken:
  - ITT Technical Institute, Louisville be granted developmental approval for the establishment of an Associate Degree program.
  - Daymar College, Owensboro be granted developmental approval for the establishment of an Associate Degree program.
  - Southwestern College, Florence be permitted to proceed to proposal stage for the establishment of a Practical Nursing program.
  - Brown Mackie College-Northern Kentucky, Fort Mitchell be permitted to proceed to proposal stage for the establishment of an Associate Degree program.
  - Somerset Community College, London campus be permitted to establish an Associate Degree program at the extension campus.
  - Maysville Community & Technical College, the Associate Degree nursing program weekend/evening track proposal be approved.
  - Madisonville Community College's Associate Degree program be permitted to establish an on-line nursing program with clinical experiences conducted consistent with the day program.
  - Southeast Kentucky Community & Technical College's decision not to implement a program extension at Whitesburg be accepted.
- Program of Nursing Survey Visit Reports

The Board approved the reports and recommendations for the site visits conducted by Board staff in compliance with 201 KAR 20:260-360:

• Visits Related to Annual NCLEX Pass Rate: Berea College, BSN, Berea; Kentucky Christian University, BSN, Grayson; Northern KY University, BSN, Florence; Thomas More College, BSN, Crestview Hills; Beckfield College, ADN, Florence; Galen College of Nursing, ADN, Louisville; Gateway Community & Technical College, ADN, Highland Heights; Hazard Community & Technical College-Lees, ADN, Jackson; and Spencerian College, ADN, Louisville.

## HIGHLIGHTS OF BOARD ACTIVITIES: FY 09-10 (CONT.)

#### • Program of Nursing Survey Visit Reports

The Board approved the reports and recommendations for the site visits conducted by Board staff in compliance with 201 KAR 20:260-360:

- Visits Related to Annual NCLEX Pass Rate: Berea College, BSN, Berea; Kentucky Christian University, BSN, Grayson; Northern KY University, BSN, Florence; Thomas More College, BSN, Crestview Hills; Beckfield College, ADN, Florence; Galen College of Nursing, ADN, Louisville; Gateway Community & Technical College, ADN, Highland Heights; Hazard Community & Technical College-Lees, ADN, Jackson; and Spencerian College, ADN, Louisville
- Visits Related to New Program Development: University of Louisville, BSN, Owensboro; Daymar College, ADN, Owensboro; ITT, ADN, Louisville
- Visits related to New Building/Educational Facility: Beckfield College, ADN, Florence; Maysville Cmty. & Technical College, ADN, Cynthiana; Maysville Cmty. & Technical College, PN, Cynthiana; Somerset Community & Technical College, PN, London
- Visits related to First Graduating Class Site Visit: Bluegrass Cmty. & Technical College, ADN, Lawrenceburg; Bowling Green Technical College, ADN, Glasgow; ATA College, PN, Louisville; Bowling Green Technical College, PN, Bowling Green; Somerset Community College-Laurel, PN, London
- Focused Site Visit for the Purpose of Curriculum Proposal: Madisonville Community College, ADN, Madisonville
- Dialysis Training Program Site Review: FMCNA, Dialysis Training Program, Louisville

#### • Program of Nursing annual approval status

The Board approved the approval status for each of the programs of nursing across the Commonwealth based on meeting the standards of 201 KAR 20:260 – 20:360:

- Fifty-four (54) nursing programs be retained on Full approval status.
- Seven (7) nursing programs be moved from Conditional approval status to Full approval status.
- Two (2) nursing programs be moved from Initial approval status to Full approval status.
- Five (5) nursing programs be retained on Full approval status pending satisfactory submission of a self-study report that evaluates factors that contributed to annual pass rate of less than 85 percent for first-time testers on NCLEX examination.
- Two (2) nursing programs be moved from Initial approval status to Conditional approval status due to one (1) or more of the standards of 201 KAR 20:260 through 20:360 having not been met and requiring satisfactory submission of a self-study report.
- Seven (7) nursing programs be retained on Initial approval status pending graduating of first class and a site visit from a Board representative to determine program compliance with Kentucky standards of 201 KAR 20:260 through 20:360.
- One (1) nursing program be moved from Developmental approval status to Initial approval status having admitted its first class but as of yet not having graduated a class.
- Two (2) nursing programs be retained on Developmental approval status pending admission of the first class.

• Schools Appearing Before the Board Regarding Approval Status

The Board heard presentations from the following programs of nursing for failure to achieve an 85% first time pass rate for two or more years on NCLEX:

- Gateway Community and Technical College, Hazard Community and Technical College, Northern Kentucky University and Spencerian College. Following the presentations, the Board approved the status of each of the four (4) programs as:
  - Gateway Community & Technical College -- Associate Degree- RN Program was returned to full approval status.
  - Hazard Community & Technical College -- Associate Degree Nursing, Lees Campus and Northern Kentucky University -- Baccalaureate Nursing Program, Highland Heights to remain on Conditional Approval status.
  - Spencerian College -- Associate Degree Nursing Program be placed on Probational status.

- Continuing Competency
  - The Board accepted the reports related to Initial CE Provider Approval, CE Provider Renewal, Individual Review of CE Offerings, and CE Audit (RNs & LPNs).

## KENTUCKY ADMINISTRATIVE REGULATIONS

Kentucky Administrative Regulations are enacted to operationalize statutory language and carry force and effect of law. Administrative regulations were revised during FY 08-09 as indicated by the effective date, and are available on the Legislative Research Commission's website (http://www.lrc.state.ky.us/kar/TITLE201.htm#chp020).

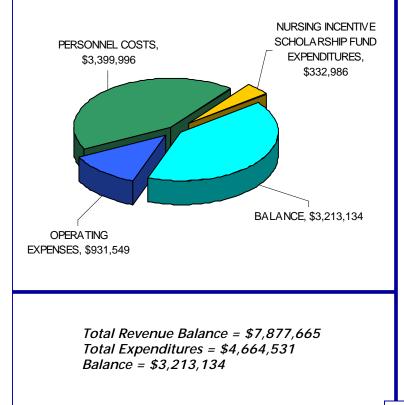
201	Kentucky Administrative Regulation 20:	Effective/Revision Date:
.056	Advanced Registered Nurse Practitioner Registration	
.057	Scope & Standards of Practice of ARNPs	
.059	Advanced Registered Nurse Practitioner Controlled Substances Prescriptions	
.070	Licensure by Examination	
.085	Licensure Periods	01/05
.095	Inactive Nurse Licensure Status	
.110	Licensure by Endorsement	
.161	Investigation & Disposition of Complaints	
.162	Procedures for Disciplinary Hearings Pursuant to KRS 314.091	
.163	Standards for Approved Evaluators	
.200	Definitions for Mandatory Continuing Education	07/92
.215	Continuing Competency Requirements	
.220	Provider Approval	
.225	Reinstatement of Licensure	
.230	Renewal of Licenses	
.235	The Prevention of Transmission of HIV & HBV by Nurses	
.240	Fees for Applications & for Services	
.260	Organization & Administration Standards for Prelicensure Programs of Nursing	
.270	Programs of Nursing Surveys	
.280	Standards for Prelicensure RN & PN Programs	
.290	Standards for Prelicensure RN & PN Extension Programs	
.310	Faculty for Prelicensure RN & PN Programs	
.320	Standards for Curriculum of Prelicensure RN Programs	
.340	Students in Prelicensure RN & PN Programs	
.350	Education Facilities & Resources for Prelicensure RN & PN Programs	
.360	Evaluation of Prelicensure RN & PN Programs	07/09
.370	Applications for Licensure & Registration	05/10
.380	Standards for Refresher Course Approval	
.390	Nursing Incentive Scholarship Fund	05/07
.400	Delegation of Nursing Tasks to Unlicensed Persons	
.410	Expungement of Records	
.411	Sexual Assault Nurse Examiner Program Standards & Credential Requirements	05/10
.420	Determination of Death by a RN Employed by an Ambulance Service	
.430	Discontinuance of Resuscitation by a RN Employed by an Ambulance Service	
.440	Training of RNs Employed by an Ambulance Service in Determination of Death and	
	Discontinuance of Resuscitation	
.450	Alternative Program	
.460	Declaratory Rulings	06/01
.470	Dialysis Technician Credentialing Requirements and Training Program Standards	05/10
.480	Licensure of Graduates of Foreign Nursing Schools	
.490	Licensed Practical Nurse Intravenous Therapy Scope of Practice	06/10
.500	Nurse Licensure Compact	05/09

### FINANCIAL OPERATIONS

The Kentucky Board of Nursing (KBN) is a fee-supported agency. No general revenue tax dollars are expended by the agency. The revenue balance for FY 09-10 was \$7,877,665 with expenditures totaling \$4,664,531. Funds from the balance are carried forward each year to meet the upcoming fiscal year budget needs. Revenue for FY 09-10 included income from the annual renewal of RN and LPN licenses. In 2006-2007, KBN moved from a biennial to an annual renewal period for licensees in an effort to maintain a more consistent and even generation of revenue. The ratio of 3.5:1, RN to LPN results in a disproportional yearly revenue generation in a biennial renewal period.

Various KBN publications and informational material were offered for a nominal fee that covered duplicating costs. Some of the publications available for purchase were the KBN History, Kentucky Nursing Laws, and KBN administrative regulations. Many brochures were available at no charge, including Continuing Education, SANE Program, KARE for Nurses Program, Disciplinary Process and Procedures for Nursing Licensure, Assuring Safe Nursing Care in Kentucky, Criminal Convictions, and Nursing Workforce Competency Development Grants. Four editions of the agency newsletter, the KBN Connection, were published. The KBN website continued to offer a multitude of information and services.

#### FINANCIAL REPORT FY 09-10



### FEES FOR LICENSURE AND REGISTRATION APPLICATIONS AND SERVICES

#### APPLICATION FEES

RN/LPN:	
Endorsement	\$150
Examination	\$110
Reinstatement	\$120
Renewal*	
Retired Licensure Status	\$25
Dialysis Technician (DT):	<b>A7</b> 0
Initial Credential	
Credential Renewal Filed After Deadline	
Credential Reinstatement	
Duplicate Renewal Fee	
Initial Training Program Approval	
Continued Training Program Approval	
Filed After Deadline	
Reinstatement Training Program Approval	
Advanced Registered Nurse Practitioner (ARNP):	
Registration	\$150
Reinstatement	\$120
Renewal	\$40 (Per Designation)
Sexual Assault Nurse Examiner (SANE):	
Credential	
Reinstatement	
Renewal	\$35
Continuing Education (CE): Initial Provider or Program Approval	¢400
Reinstatement of Provider Approval	
Renewal of Provider Approval	
Offering Approval Via Staff Review	
Application to Establish a Prelicensure PON	
<u>SERVICES</u>	
Data Roster Download (Online):	<b>0</b> 400 data
More than 20,000 Individuals	
5,000-20,000 Individuals Less than 5,000 Individuals	
** Plus 4-5% Processing Fee	φ120**
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Publications:	¢0
Kentucky Nursing Laws Scope of Practice Determination Guidelines	
Summary Report of KBN Advisory Opinions	\$0.00 (Рег Сору)
on Nursing Practice Issues	\$1.20 (Per Copy)
KBN History	· · · ·
Validations:	
Online Licensure **	
BasicN	lo Charge
Enhanced\$0.10 per license valio	
Premium\$0.10 per license valio	
DT Credential (Written Validation)	
Original Licensure to Other Nursing Boards	
Individual/Written List	\$50
(1st individual - \$20 each additional)	
Miscellaneous:	
Criminal Background Check (CourtNet)	\$15
Duplicate of License Card/Credential Letter	\$35
Fingerprint Card	
Name Change	
Nursing Certificate	
Duplicated Material	
Copy of an Examination Result or Transcript	
Paper Copy of Renewal Application	
Returned Check Fee	
* \$5 of fee to NISF; \$5 of fee to KARE	
** Fees are for services provided by another party; nor	ne retained by KBN

## BOARD ADMINISTRATIVE PROGRAMS

### CONTINUING EDUCATION/COMPETENCY

As a mechanism to promote continuing competency, the Kentucky Nursing Laws (KRS 314.073) mandate that licensees shall be required to document continuing competency during the immediate past licensure period as prescribed in regulations promulgated by the Board. KBN is the Commonwealth agency legally authorized to approve providers of mandatory CE. During FY 09-10, according to KBN Administrative Regulation 201 KAR 20:215, validation of CE/competency must have included one of the following:

- 1. Proof of having earned 14 approved contact hours; OR
- 2. A national certification or recertification related to the nurse's practice role (in effect during the whole period or initially earned during the period); **OR**
- 3. Completion of a nursing research project as principal investigator, coinvestigator, or project director. Must have been qualitative or quantitative in nature, utilized research methodology, and included a summary of the findings; **OR**
- 4. Publication of a nursing related article; OR
- 5. A professional nursing education presentation that was 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 have been for at least 120 hours, have had a one-to-one relationship with student or employee, may have precepted more than one student during the 120 hours, and preceptorship shall have been evidenced by written documentation from the educational institution or preceptor's supervisor); **OR**
- 7. Proof of having earned 7 approved contact hours, **PLUS** a nursing employment evaluation that was satisfactory for continued employment (must have been signed by supervisor with the name, address, and phone number of the employer included), and covered at least 6 months of the earning period.
- 8. College courses, designated by a nursing course number, and courses in physical and social sciences counted toward CE hours. One semester credit hour equaled 15 contact hours; one quarter credit hour equaled 12 contact hours.

**Domestic Violence CE Requirement:** There was a requirement to earn 3 contact hours of approved domestic violence CE within 3 years of initial licensure (one-time only). This requirement was included as part of the curriculum for nurses graduating from a Kentucky nursing program on or after 5/1998. This requirement applied to licensure by examination, reinstatement, and endorsement from another state.

**Pharmacology and Sexual Assault CE Requirements:** ARNPs were required to earn 5 contact hours of approved CE in pharmacology. Sexual Assault Nurse Examiners (SANE) credentialed nurses must have earned 5 contact hours of approved sexual assault CE (forensic medicine or domestic violence CE met this requirement). These hours counted as part of the CE requirement for the period in which they were earned.

*HIV/AIDS CE Requirement:* The 2 hours of mandatory HIV/AIDS CE could be earned within the appropriate earning period. The LPN earning period began 11/1/2001 and goes through 10/31/2011, while the RN period began 11/1/2002 and goes through 10/31/2012. Nurses must maintain proof of earning the required CE for up to 12 years.

**Requirement for New Licensees:** All licensees were exempt from the CE/competency requirement for the first renewal period of the Kentucky license issued by examination or endorsement. If an individual did not renew the original license, the exemption for the CE/competency was lost and all CE requirements must have been met before the license could be reinstated.

Academic (College Credit Courses) Used to Meet CE Requirements: Certain college credit courses could have been used to meet CE requirements. Nursing courses, designated by a nursing course number, and courses in physical and social sciences, such as Psychology, Biology, and Sociology, counted toward CE hours. Prelicensure general education courses, either electives or designated to meet degree

requirements, were not acceptable, as well as CPR/BLS, in-service education, or nurse aide training). ACLS or PALS courses were acceptable if they were given by an approved provider. If a college course did not fall within these designated categories, and a nurse felt the course was applicable to his/her nursing practice, the nurse could apply for Individual Review using an application supplied by KBN. There was a fee for this service and the application must have been submitted to KBN by 11/30 of the licensure year.

**Post-Renewal Audit Process:** The audit process was used to verify CE/competency earning. The random audit required that those persons selected show documented evidence (certificate of attendance, transcript, grade report, employment evaluation, competency validation, national nursing certification, etc.) of approved CE/competency earning during the applicable licensure period. Of those licensees randomly selected for the annual Continuing Competency Audit, 96% demonstrated compliance with the CE requirements. This included RNs, LPNs, ARNPs, and SANE credentialed nurses. Those not complying were referred to the Consumer Protection Branch for initiation of disciplinary action.

#### CE PROVIDERS BY CATEGORY

Professional Nursing Organizations 9
Related Nursing Organizations
Educational Institutions
Health Service Agencies
Health Related Organizations
Commercial Organizations
Other23
Refresher Courses5
Total

Individual Review of CE Offerings ...... 71

### **INVESTIGATION & DISCIPLINARY ACTION**

### DISCIPLINARY ACTIONS FY 09-10

<u>RN PN</u>

#### TYPE OF DISCIPLINARY ACTION

Licenses Revoked1
Licenses Immediately Temporarily Suspended
Licenses Suspended/Continued on Suspension
Licenses Suspended Immediately for Failure to
Comply with Order
Licenses Suspended/Stayed Followed by
Limitation/Probation or Probation0
Licenses Issued/Reinstated on Limited/Probated
or Probated 34 17
Licensed Permanently Surrendered0
Licenses Voluntarily Surrendered14
Admitted to NCLEX or Endorsement Probated/Limited
Admitted to NCLEX or Endorsement Granted/Reprimand0
* Admitted to KARE Program via Decision0
Licenses Granted Reinstatement/No Hearing Required0
Licenses Denied Reinstatement
Licenses Reprimanded9
* Licenses Reprimanded with Urine Drug Screens
Licenses Denied 6

Privilege to Practice Immediately Temporarily Suspended	4
* Privilege to Practice Suspended	2
Privilege to Practice Denied Reinstatement	
* Privilege to Practice Continued on Suspension	. 1
Cease and Desist Notices Issued	3
Temporary Work Permits Voided	
ARNP Registration Voluntarily Surrendered	1

ARNP Registration Placed on Limitation/Probation	
* ARNP Registration Denied Reinstatement	1
Decisions Appealed	0
Licenses Cleared/Removed from Probation	
Consent Decrees/Employment	16
Consent Decrees/Continuing Education	41
Consent Decrees/Positive Urine Drug Screen	
* Consent Decrees/Falsified Application for Licensure	2

#### TYPE OF DISCIPLINARY ACTION

Consent Decrees/Dialysis Technicians (DT)6
DT Credential Immediately Temporarily Suspended0
DT Credential Suspended/Continued on Suspension0
DT Credential Denied Reinstatement0

\* = New Entry

#### COMPLAINT ACTIVITY

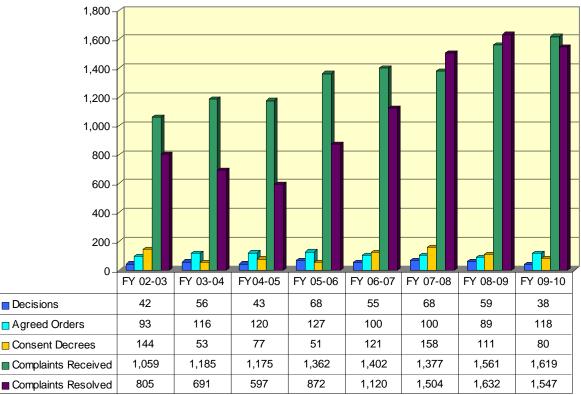
Complaints/Convictions/Information Filed Away - No Formal Action Deemed Necessary

TOTAL NUMBER OF COMPLAINTS RECEIVED: 1,619

ACTIVE CASES AS OF JUNE 30, 2010: 292

The Kentucky Nursing Laws provide that KBN may "deny, limit, revoke, probate or suspend any license to practice nursing issued by the Board or applied for . . . or to otherwise discipline a licensee or to deny admission to the licensure examination, or to require evidence of evaluation and therapy . . . . "

KBN continues its efforts to make the public aware of the investigatory and disciplinary procedures and to emphasize the legal requirement to, and importance of, reporting nurses who are suspected of engaging in unsafe or illegal practices.



10

### SUMMARY OF DISCIPLINARY ACTIONS FY 02-03 TO 09-10

## NURSING PRACTICE

KBN interprets the legal scope of nursing practice according to the Kentucky Nursing Laws and KBN administrative regulations in the determination of safe and effective nursing care for the citizens of the Commonwealth. In response to inquiries requesting interpretation of the legal scope of nursing practice, KBN has published formal advisory opinion statements as guidelines for safe practice (see the list below), as well as issuing other opinions on nursing practice matters. Advisory Opinion Statements are available on the KBN website (http://kbn.ky.gov/practice/AOS). During FY 09-10, the Board issued nursing practice advisory opinions addressing:

- Administration of Etomidate in a pre-hospital emergency situation for rapid sequence induction when a physician is not present
- ARNP prescribing for self and/or family
- Performance of screening colonoscopies by ARNP
- Administration of Etomidate by a RN in a medication facilitated intubation
- Licensed Practical Nursing practice and the definition of "readily available" that is referenced in 201 KAR 20:490

New Advisory Opinion Statements:

- AOS #37 "Role of the Advanced Registered Nurse Practitioner in the Prescribing of Medications to Self and/or Family" approved 10/09
- AOS #38 "Facilitation of Self-Administration of Medications in a Non-Healthcare Setting" approved 04/10

The following Advisory Opinion Statements were revised:

- AOS #3 "Recommended Course Content Intravenous (IV) Therapy for Registered Nurses and Licensed Practical Nurses" revised 02/10 The following Advisory Opinion Statements were reviewed:
- AOS #5 "The Performance of Advanced Life Support Procedures by Nurses"
- AOS #17 "Roles of Nurses in the Administration of 'PRN' Medications and Placebos"
- Delegation Decision Tree
- Decision Tree for Delegation to Unlicensed Assistive Personnel, approved 12/2009

<u>KBN</u> #03	<u>V Advisory Opinion Statements</u> Recommended Course Content, Intravenous (IV) Therapy for Registered Nurses and Licensed Practical Nurses .	Effective/Revision Date
#03 #04	Roles of Nurses in the Administration of Medication per Intraspinal Routes	
	Performance of Advanced Life Support Procedures by Nurses	
#05 #00	Role of the RN First Assistant	
#08 #00	Performance of Wound Debridement by Nurses	
#09		
#10	Roles of Nurses in the Care of Intrapartum Patients	
#11	Roles of Nurses in the Insertion and Removal of a Nasogastric Tube and in the Reinsertion of a Gastrostomy Tu	
#13	Roles of Nurses in Psychiatric and Mental Health Nursing Practice	
#14	Roles of Nurses in the Implementation of Patient Care Orders	
#15	Roles of Nurses in the Supervision and Delegation of Nursing Acts to Unlicensed Personnel	
#16	Roles of Nurses in the Administration of Medication via Various Routes	
#17	Roles of Nurses in the Administration of "PRN" Medication and Placebos	
#18	Employment of Nursing Students as Nursing Personnel Using Either an Academic or a "Nurse Extern" Service N	10del4/08
#19	Responsibility and Accountability of Nurses for Patient Care Assignments and Nursing Care Delivery	
#20	Roles of RNs in Invasive Cardiac Procedures	
#21	Roles of Nurses and Technicians in Dialysis	
#22	Roles of Nurses who Provide "Private Duty" Nursing	
#23	Application and Removal of a Cast by Nurses and Closed Reduction of a Fracture by ARNPs	
#24	Patient Abandonment by Nurses	2/05
#25	Peripheral Insertion of Central and Midline Intravenous Catheters by Nurses	
#26	Roles of Nurses in the Delivery of Prehospital Emergency Medical Care via Ambulance Services	
#27	Components of LPN Practice	
#28	Roles of Nurses and Unlicensed Nursing Personnel in Endoscopic Procedures	
#29	Cardiopulmonary/Respiratory Nursing Practice	
#30	School Nursing Practice	
#31	Removal of Femoral Access Devices (Sheaths) and Use of Mechanical Compression Devices by Nurses	
#32	Administration of Medications for Sedation by Nurses	
#33	Roles of Nurses in the Delegation of Tasks to Paramedics in a Hospital Emergency Department	
#34	Roles of Nurses in Maintaining Confidentiality of Patient Information	
#35	Cosmetic and Dermatological Procedures by Nurses	
#36	Role of Nurses in Resuscitation	
#37	Role of the Advanced Registered Nurse Practitioner in the Prescribing of Medications to Self and/or Family	
#38	Facilitation of Self-Administration of Medications in a Non-Healthcare Setting	

### NURSING INCENTIVE SCHOLARSHIP FUND

The Nursing Incentive Scholarship Fund (NISF) provides scholarships to Kentucky residents for attending approved prelicensure nursing programs (registered nurse or practical nurse) or graduate nursing programs. Scholarship recipients must work as nurses in Kentucky for one year for each academic year funded. To be eligible for consideration, an applicant must have been admitted to a nursing program. Applications for scholarships are accepted from January 1 to June 1. The amount of each scholarship is \$3,000 per year, or \$1,500 per semester. If a recipient does not complete the nursing program within the time frame specified by the program, or if the recipient does not complete the required employment, then the recipient is required to repay any NISF monies awarded, plus accrued interest.

The Nursing Incentive Scholarship Grant Review Committee was created to accept grant proposals for workforce competency development, which is defined as organized, structured or formal activity designed to improve the ability of nurses to meet the health care needs of the citizens of Kentucky. The nursing workforce is defined as actual and/or potential licensed nursing population. The Board directed that no consideration be given to any workforce development grant proposals until there is resolution of the current Kentucky budget issues.

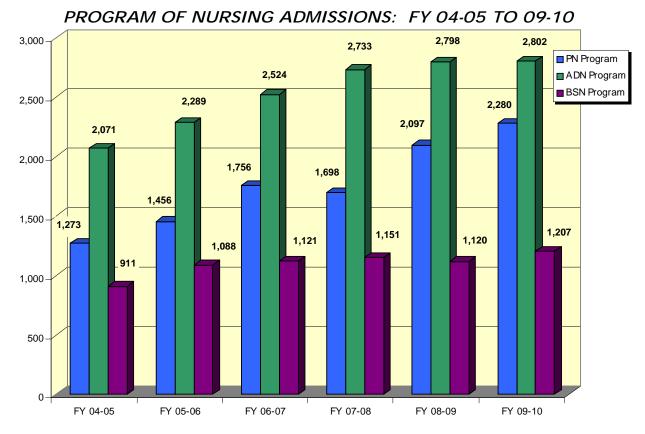
KENTUCKY BOARD OF NURSING NURSING INCENTIVE SCHOLARSHIP FUND SUMMARY: FY 04-05 TO 09-10										
APPLICATION DATA         FY 04-05         FY 05-06         FY06-07         FY 07-08         FY 08-09         FY 09-10										
Apps Processed	795	715	728	627	535	543				
Apps Complete/Not Funded	487	482	611	488	415	426				
Apps Incomplete/Not Funded	44	45	48	44	27	20				
Apps Approved/Funded:	242	188	116	95	93	97				
Initial	221	124	88	65	87	64				
Continuation	21	64	28	30	6	33				
Recipients Completed	78	78	78	79	130	60				

NISF AWARD DATA	FY 04-05	FY 05-06	FY06-07	FY 07-08	FY 08-09	FY 09-10
NISF Awards Granted:	\$690,000	\$546,000	\$307,500	\$273,500	\$267,000	\$268,500
Initial	\$634,500	\$366,000	\$238,500	\$192,500	\$250,500	\$184,500
Continuation	\$55,500	\$180,000	\$69,000	\$81,000	\$16,500	\$84,000

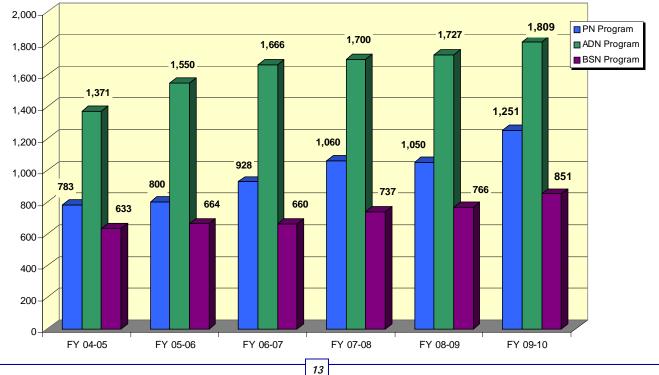
Note: The amount of awards varies each fiscal year due to cancellations, deferments, and defaults.

### NURSING EDUCATION

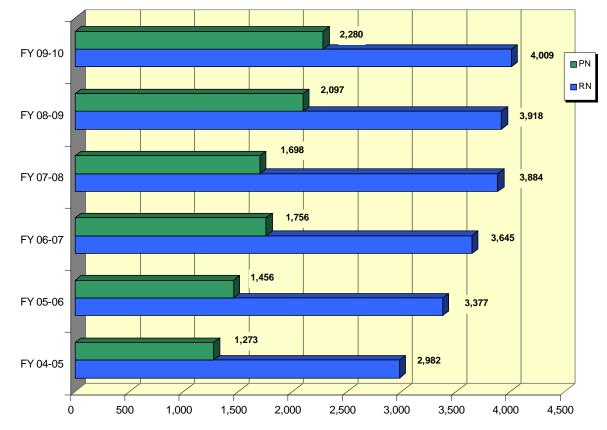
The Kentucky Board of Nursing (KBN) is the legally authorized body in the Commonwealth to approve programs of nursing preparing persons for eligibility for licensure as nurses. Through the provisions of the Kentucky Nursing Laws and applicable Kentucky administrative regulations, the Board prescribes standards for educational institutions offering programs preparing candidates for licensure as nurses. As of June 30, 2010, there were a total of 15 baccalaureate nursing (BSN) programs, 38 associate degree (ADN) programs, and 34 practical nursing (PN) programs approved by KBN. For FY 2009-2010, Kentucky pass rate averages were 90% for BSN programs, 88% for ADN programs, and 93% for PN programs. Nationally, pass rate averages were 83% for BSN programs, 80% for ADN programs, and 87% for PN programs.



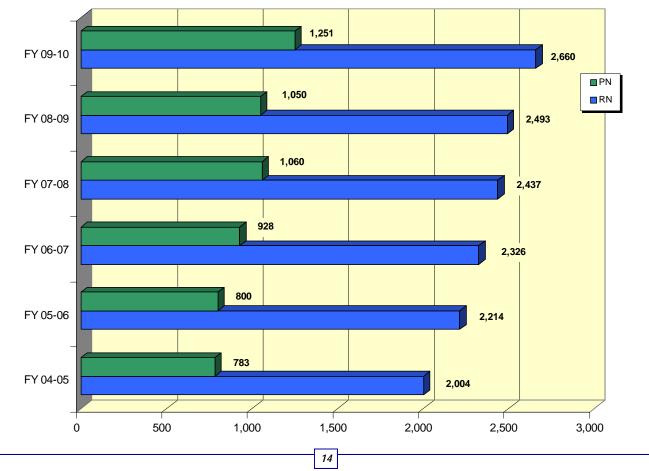
### PROGRAM OF NURSING GRADUATES: FY 04-05 TO 09-10



REGISTERED NURSE & PRACTICAL NURSE ADMISSIONS: FY 04-05 TO 09-10



REGISTERED NURSE & PRACTICAL NURSE GRADUATES: FY 04-05 TO 09-10



#### KENTUCKY BOARD OF NURSING: NCLEX PASS RATE REPORT: 2005 TO 2010 BACCALAUREATE PROGRAMS OF NURSING

BACCALAOKLATE PROGRAMIS OF NORSING									
BSN PROGRAMS	2005	2006	2007	2008	2009	2010			
Bellarmine University	97%	97%	92%	93%	96%	92%			
Berea College	91%	91%	58%	63%	85%	75%			
Eastern Kentucky University	92%	92%	99%	98%	99%	98%			
Kentucky Christian University	75%	91%	67%	80%	93%	73%			
Morehead State University	95%	64%	86%	96%	100%	100%			
Murray State University	88%	87%	89%	91%	92%	85%			
Northern Kentucky University	90%	82%	83%	78%	72%	80%			
Spalding University	91%	95%	76%	86%	76%	84%			
Thomas More College	50%	92%	74%	75%	87%	67%			
University of Kentucky	98%	99%	97%	95%	98%	97%			
University of Louisville	89%	86%	89%	96%	95%	97%			
Western Kentucky University	90%	86%	89%	92%	91%	97%			
Western Kentucky University—Glasgow	N/A	N/A	N/A	N/A	N/A	78%			

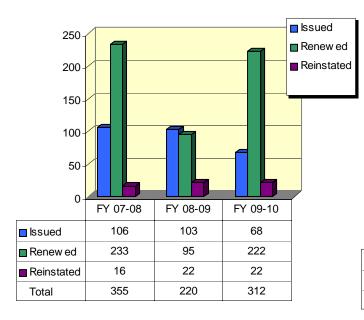
#### KENTUCKY BOARD OF NURSING: NCLEX PASS RATE REPORT: 2005 TO 2010 ASSOCIATE DEGREE PROGRAMS OF NURSING

ADN PROGRAMS	2005	2006	2007	2008	2009	2010
Ashland Community & Technical College	94%	80%	80%	98%	96%	90%
Beckfield College	N/A	N/A	69%	83%	86%	90%
Big Sandy Community & Technical College	90%	100%	70%	93%	92%	72%
Bluegrass Community & Technical College—Cooper Drive	97%	94%	91%	88%	88%	75%
Bluegrass Community & Technical College—Danville	N/A	N/A	N/A	91%	N/A	96%
Bluegrass Community & Technical College—Lawrenceburg	N/A	N/A	N/A	N/A	67%	100%
Bowling Green Technical College—Glasgow	N/A	N/A	N/A	N/A	100%	97%
Campbellsville University	N/A	N/A	N/A	73%	100%	100%
Eastern Kentucky University	93%	93%	95%	99%	96%	94%
Elizabethtown Community & Technical College	94%	90%	98%	100%	97%	93%
Galen College of Nursing	N/A	89%	76%	81%	85%	80%
Gateway Community & Technical College	N/A	68%	56%	61%	91%	98%
Hazard Community & Technical College—Hazard	93%	75%	71%	97%	93%	94%
Hazard Community & Technical College—Lees	79%	71%	60%	76%	78%	93%
Henderson Community College	88%	93%	88%	84%	85%	96%
Hopkinsville Community College	93%	94%	90%	95%	100%	100%
Jefferson Community & Technical College	97%	89%	82%	89%	89%	85%
Kentucky State University	94%	69%	78%	91%	94%	91%
Lincoln Memorial University—Corbin	83%	100%	73%	96%	93%	82%
Madisonville Community College	91%	96%	89%	91%	89%	91%
Maysville Community & Technical College	92%	90%	91%	75%	86%	89%
Maysville Community & Technical College—Licking Valley	N/A	N/A	N/A	N/A	N/A	76%
Midway College	86%	92%	82%	98%	92%	89%
Morehead State University	92%	96%	79%	92%	92%	96%
Morehead State University—Mt. Sterling	N/A	N/A	N/A	N/A	100%	91%
National College	N/A	N/A	N/A	N/A	N/A	33%
Owensboro Community & Technical College	75%	91%	92%	89%	86%	80%
Pikeville College	100%	96%	69%	100%	90%	93%
Somerset Community College	100%	96%	96%	94%	91%	100%
SE KY Community & Technical College—Cumberland	N/A	79%	84%	86%	100%	86%

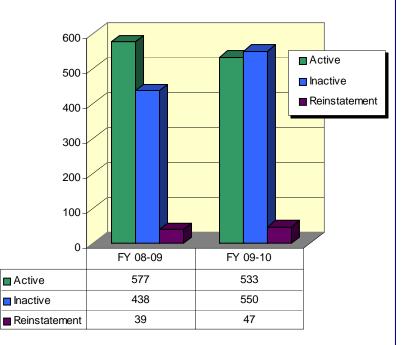
KENTUCKY BOARD OF NURSING: NCLEX PASS RATE REPORT: 2005 TO 2010 ASSOCIATE DEGREE PROGRAMS OF NURSING (CONTINUED)							
ADN PROGRAMS (CONT.)	2005	2006	2007	2008	2009	2010	
SE KY Community & Technical College—Pineville	N/A	N/A	N/A	79%	76%	90%	
Spencerian College	76%	82%	79%	72%	81%	79%	
St. Catharine College	100%	93%	71%	100%	79%	65%	
West KY Community & Technical College	93%	83%	85%	91%	91%	88%	
Western KY University—Bowling Green	73%	87%	90%	86%	93%	93%	
Western KY University—Glasgow	85%	67%	100%	89%	100%	100%	
KENTUCKY BOARD OF NU	RSING: NCL	EX PASS RA	TE REPORT	T: 2005 TO	2010		
PROGRAMS OF PRACTICAL NURSING							
PN PROGRAMS	2005	2006	2007	2008	2009	2010	
Ashland Community & Technical College	94%	79%	87%	87%	96%	94%	
ATA Career Education	N/A	N/A	N/A	N/A	68%	78%	
Beckfield College	N/A	N/A	N/A	N/A	N/A	95%	
Big Sandy Comm. & Technical College—Mayo/Paintsville	94%	N/A	96%	94%	96%	100%	
Big Sandy Community & Technical College—Prestonsburg	N/A	87%	N/A	91%	100%	N/A	
Bluegrass Community & Technical College—Danville	91%	84%	100%	90%	91%	90%	
Bluegrass Community & Technical College—Leestown	94%	93%	93%	94%	93%	98%	
Bowling Green Technical College—Glasgow	90%	100%	N/A	96%	93%	100%	
Bowling Green Technical College—Bowling Green	N/A	N/A	N/A	N/A	100%	100%	
Brown Mackie College—Northern KY	N/A	N/A	100%	95%	98%	89%	
Brown Mackie College—Louisville	N/A	N/A	N/A	N/A	N/A	92%	
Elizabethtown Community & Technical College	100%	89%	N/A	76%	100%	100%	
Galen College of Nursing	96%	94%	97%	93%	92%	90%	
Gateway Community & Technical College	88%	90%	N/A	93%	N/A	100%	
Hazard Community & Technical College	94%	71%	89%	94%	86%	93%	
Henderson Community College	N/A	N/A	100%	100%	100%	100%	
Hopkinsville Community College	95%	100%	N/A	100%	95%	100%	
Jefferson Community & Technical College—Carrollton	N/A	100%	75%	N/A	89%	85%	
Jefferson Community & Technical College—Louisville	100%	93%	100%	92%	94%	85%	
Jefferson Community & Technical College—Shelbyville	100%	90%	94%	100%	81%	93%	
Madisonville Community College	95%	91%	96%	96%	100%	96%	
Maysville Community & Technical College	100%	N/A	97%	100%	100%	93%	
Maysville Community & Technical College—Licking Valley	N/A	N/A	93%	91%	75%	100%	
Maysville Community & Technical College—Montgomery	N/A	N/A	N/A	N/A	N/A	100%	
Maysville Community & Technical College—Rowan	100%	N/A	100%	93%	81%	100%	
Owensboro Community & Technical College	100%	N/A	100%	97%	100%	100%	
Somerset Community College	95%	N/A	100%	96%	100%	100%	
Somerset Community College—Clinton Center	N/A	N/A	N/A	100%	94%	100%	
Somerset Community College—Laurel	92%	73%	N/A	92%	94%	N/A	
SE KY Community & Technical College—Cumberland	N/A	80%	91%	91%	92%	100%	
SE KY Community & Technical College—Pineville	N/A	N/A	100%	88%	100%	100%	
Spencerian College	96%	100%	98%	93%	96%	98%	
West KY Community & Technical College—Murray	95%	94%	100%	83%	100%	100%	
West KY Community & Technical College—Paducah	100%	100%	92%	84%	75%	97%	

APPROVED DIALYSIS TECHNICIAN TRAINING PROGRAMS AS OF JUNE 30, 2010						
PROGRAM NAME	CITY & STATE	09-10 GRADUATES				
DCI - DT Training Program	Cincinnati, OH & Maysville, KY	0				
FMCNA of Greenup p/k/a FMCNA of Ashland	Greenup, KY	2				
FMCNA Louisville p/k/a FMCNA of Louisville & FMCNA of S. Indiana	Louisville, KY	21				
FMCNA of Prestonsburg p/k/a FMCNA of Somerset	Prestonsburg, KY	2				
FMCNA Lexington East p/k/a FMCNA of S. Indiana & FMCNA Prestonsburg	Lexington, KY	9				
DCI DT Training Program of Kentucky	Lexington, KY	7				
Bowling Green Kidney Center DT Training Program	Bowling Green, KY	0				
DaVita LaGrange Kentucky DT Training Program a/k/a Taylor County Dialysis	Campbellsville, KY	11				
University of Louisville Kidney Disease Program DT Training Program	Louisville, KY	0				
FMCNA Kuttawa p/k/a FMCNA of Murray & Renal Care Group of W. KY	Murray, KY	7				
Collins Career Center DT Training Program	Chesapeake, OH	1				
DSI Louisville DT Training Program	Louisville, KY	0				
National Renal Alliance KY DT Training Program	Franklin, TN	4				
DaVita KY Buccaneer DT Training Program	Strongsville, OH	9				
Renal Advantage KY DT Training Program	Brentwood, TN	0				
TOTAL NUMBER OF GRADUATES 73						

### DT CREDENTIALS ISSUED FY 07-08 TO 09-10

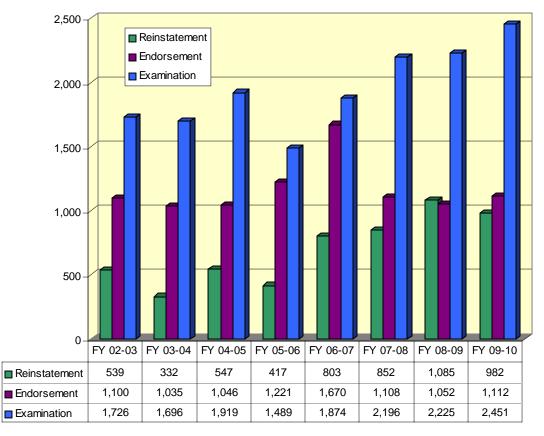


### DT CREDENTIALS SUMMARY FY 08-09 TO 09-10

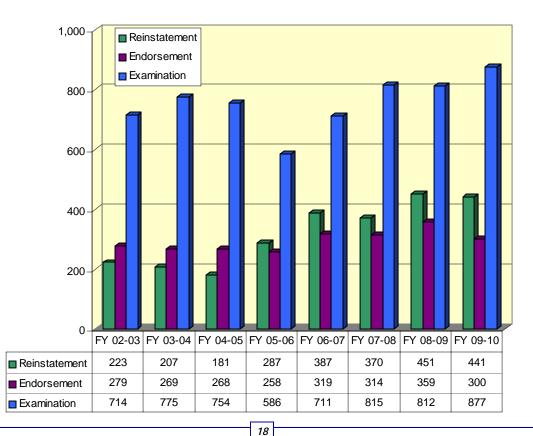


### LICENSURE & REGISTRATION STATISTICS

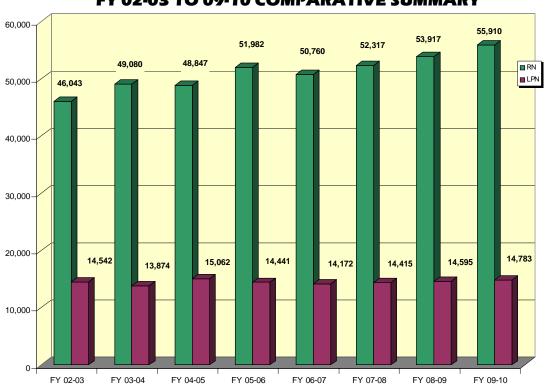
### REGISTERED NURSE LICENSURE BY ENDORSEMENT, REINSTATEMENT & EXAMINATION FY 02-03 TO 09-10



### PRACTICAL NURSE LICENSURE BY ENDORSEMENT, REINSTATEMENT & EXAMINATION FY 02-03 TO 09-10

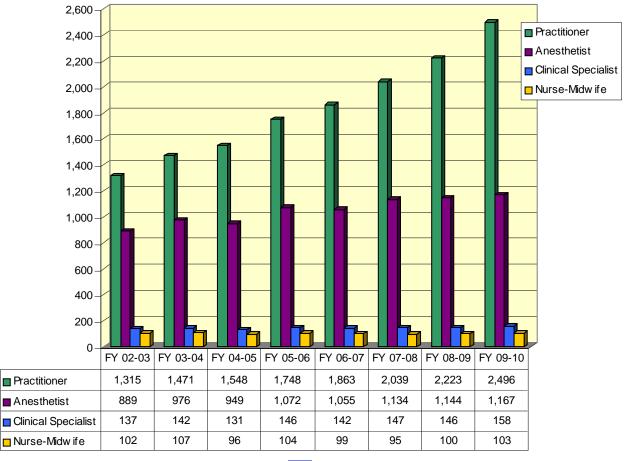


### LICENSURE & REGISTRATION STATISTICS (CONTINUED)

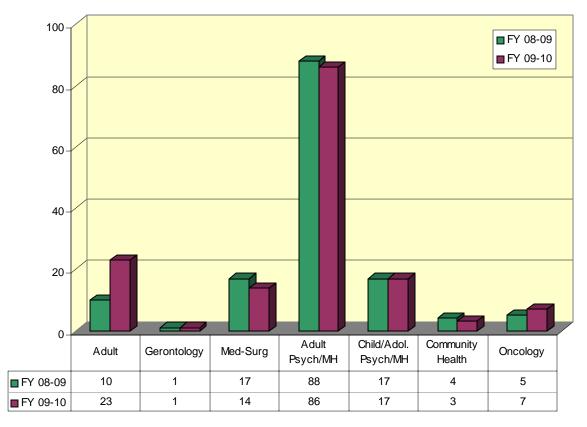


#### REGISTERED NURSE & PRACTICAL NURSE LICENSEES FY 02-03 TO 09-10 COMPARATIVE SUMMARY

ADVANCED REGISTERED NURSE PRACTITIONERS: FY 02-03 TO 09-10 COMPARATIVE SUMMARY BY DESIGNATION

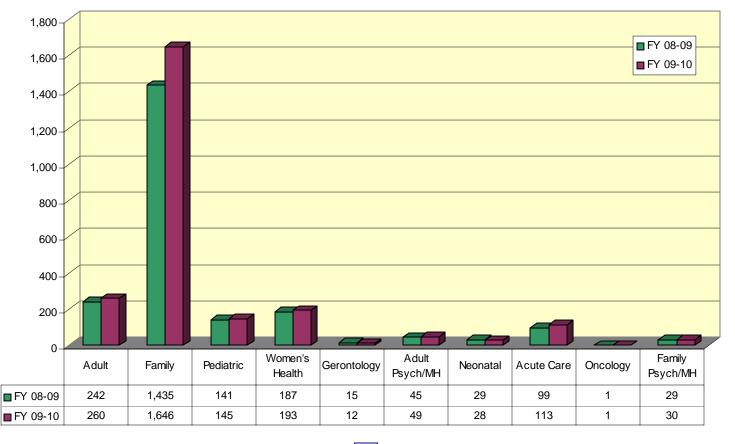


### LICENSURE & REGISTRATION STATISTICS (CONTINUED)



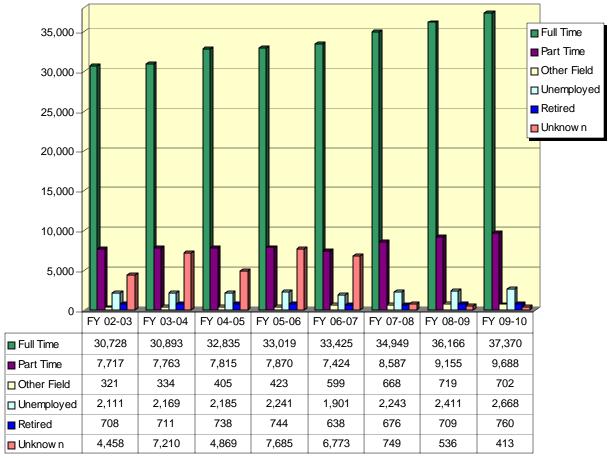
### **CLINICAL NURSE SPECIALISTS FY 08-09 TO 09-10 COMPARATIVE SUMMARY**

NURSE PRACTITIONERS FY 08-09 TO 09-10 COMPARATIVE SUMMARY



## LICENSURE & REGISTRATION STATISTICS (CONTINUED)

#### SUMMARY OF REGISTERED NURSES BY EMPLOYMENT STATUS: FY 02-03 TO 09-10



SUMMARY OF PRACTICAL NURSES BY EMPLOYMENT STATUS: FY 02-03 TO 09-10

