



Volume 27, Number 1

Office Hours: 8:00 a.m. to 4:30 p.m.

January, February, March 2014

Quarterly circulation approximately 64,000 to all RNs, LPNs and Licensed Mental Health Technicians in Kansas.

The Official Publication of the Kansas State Board of Nursing • [www.ksbn.org](http://www.ksbn.org)  
 Landon State Office Building, 900 SW Jackson, Ste. 1051, Topeka, KS 66612-1230

## KSBN – The Third 25 Years! 1963-1987

In 1963 the name of the agency was changed to the Kansas State Board of Nursing. Discussion was held about methods of disseminating information and news concerning the Board to nurses in Kansas. The Board decided to change the size of the certification of registration to a 5 X 7. The board co-sponsored a conference on Associate Degree Programs for Nurses. In 1965 the Board revoked the Rules and Regulations for professional schools of nursing and approved the manual of requirements for schools of nursing. The Board adopted the policy in 1965 that all professional nurses who are licensed by endorsement from another state must meet the same requirements that were in effect in Kansas at the time the nurse graduated and was licensed by examination. The next year the Board met in special session with members of the Kansas State Nurses Association Committee on Professional Nurse Practice to clarify responsibilities of the State Board of Nursing and the Professional Nurse Practice Committee in their mutual

role in reporting and investigating unauthorized nursing practice with the purpose of improving quality in nursing care. The board decided in 1966 that the Board favors the deletion of the citizenship requirement for licensure. In the late 1960's the board determined that student uniforms, which also includes the cap, will not worn at anytime expect in nursing activities controlled by the school, voted not to license paramedical groups such as O.R. technicians, and not approving a request for a list of nurses for a company to be used for commercial purpose.

In 1970 the Board received a letter stating the psychiatric aides are seeking licensure and that the state institutions believe that the State Board of Nursing is the best agency to administer licensure for the aides. The board received 100 personal checks which were returned because of insufficient funds in 1972 and they decided to no longer accept personal checks. House Bill 2036 passed in 1972 which stated that the board "shall" take into consideration any felony convictions of an applicant, but a conviction will not automatically operate as a bar to registration. It was the opinion of the Board Attorney that K.S.A. 65-1115 excludes nurses from acts of diagnosis and that matter of diagnosis are made by physicians only. Discussion was held in 1973 the problems of implementing the Mental Health Technician program on July 1, 1974 with no funds budgeted until then. House Bill 1624 was approved in 1974 which would pay members of all official boards \$35.00 a day while in session. By September 1974 it was reported that 522 individuals had been licensed as Mental Health Technicians and that the examination for them would be given two times a year. The reorganization bill was discussed in 1975. It was the feeling of the board that it would increase expenses, creates more bureaucracy and would create problems with the licensure examination. During 1976 and 1977 discussion was held about the non-compliance of malpractice insurance for Certified Registered Nurse Anesthetists. A letter was received from the Legislative Educational Planning Committee (102 Committee) in 1977 which indicated that the Board of Nursing should be instrumental in coordinating the articulation of various nursing programs. A subcommittee was formed to discuss this articulation in nursing programs. The Board accepted the report of the subcommittee for the Articulation of Nursing Education later in 1977. In 1979 a task force was appointed to refine the proposed regulations for Advance Registered Nurse Practitioners and they discussed the parameters, problems, and the possibilities of advance practice in order to develop the rules and regulations for ARNP. At the September 5-6, 1979 Board Meeting it was moved that the Advanced Registered Nurse Practitioner be defined



*KSBN-The Third 25 Years continued on page 2*

current resident or

Presort Standard  
 US Postage  
**PAID**  
 Permit #14  
 Princeton, MN  
 55371

### DISCLAIMER CLAUSE

The Nursing Newsletter is published quarterly by the Kansas Board of Nursing. The providers are responsible for offering quality programs under the criteria as established by the Board. Complaints regarding continuing education programs may be reported directly to the Kansas Board of Nursing. For information on these educational offerings, contact the sponsor, not the Board.

Advertising is not solicited nor endorsed by the Kansas Board of Nursing.

For advertising rates and information, contact Arthur L. Davis Publishing Agency, Inc., 517 Washington St., P.O. Box 216, Cedar Falls, IA 50613, Ph. 1-800-626-4081, [sales@aldpub.com](mailto:sales@aldpub.com). Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Publisher is not responsible for errors in printing of schedule. The Kansas Board of Nursing and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject advertising. The Kansas Board of Nursing and the Arthur L. Davis Publishing Agency, Inc. shall not be liable for any consequences resulting from purchase or use of advertisers' products from the advertisers' opinions, expressed or reported, or the claims made herein.

# N-STAT

- How To Contact Us .....3
- Finance Committee .....4
- Education Committee .....4
- Discipline Cases.....5
- New Online Help Tools!!! .....6
- Board Members E-Mail Addresses .....7
- Nursing License Renewal Schedule .....7
- Address Change Form .....9
- Educational Mobility in Nursing..... 10-12
- Continuing Nursing Education Offerings ..... 13-14

**KSBN-The Third 25 Years continued from page 1**

as “Those nurses currently licensed in Kansas and certified either by a national or state nursing organization, and prepared to function in an expanded role as a result of currently established accredited/approved (clinical) specialty programs preparing for expanded roles or other specialists as appropriate and nurses who hold masters degrees in nursing are eligible to apply to become an Advanced Registered Nurse Practitioner.” It was approved that the categories for the Advanced Registered Nurse Practitioner included but not limited to primary care nurse practitioner, certified registered nurse anesthetist, clinical nurse specialist, and certified nurse midwife. They also approved that the applicants must have earned a baccalaureate degree in nursing from a program accredited by the appropriate State Board of Nursing plus show evident of two years of experience in the expanded role or meet the definition as approved. After July 1986 new applicants must have earned a masters degree in nursing with a clinical specialty with preparation in specialized practitioner skills.

At the March 5-6, 1980 Board Meeting the Board Attorney visited with them regarding the legal matters and the progress of the rules and regulations for the ARNP to be resubmitted to the State Review Committee. The Board received a communication from the Kansas Medical Society including resolutions regarding the ARNP. On November 24, 1980 the hearing for the ARNP regulations were conducted and they were adopted as permanent regulations. At the March 4-5, 1981 Board meeting it was reported that the concurrent resolution for the ARNP rules and regulations was killed at the hearing. Forty ARNP applications have been approved. The Board also authorized the Executive Administrator to respond to the Medical Society’s request for statement of validity of the ARNP rules and regulations if legal counsel

approves. In 1982 the Board had discussion with legal counsel about the hearing regarding the ARNP regulations in Shawnee County Court. The Assistant Attorney General reviewed the decision of Judge Adrian Allen on June 2, 1982 on the ARNP regulations and discussed options of the Board including: appeal the decision, working with the Revisor of Statutes and the Legislative Coordinating Council to evaluate the constitutionality of KSA 65-1113 (g) and 65-1128 or request stay of the June 22 decision for a determined period of time. The Board voted to request a stay of the decision on the Kansas Medical Society v/s Kansas State Board of Nursing. They also decided to move ahead with the Legislative Coordinating Council and the Revisor of Statutes.

A Sunset Audit was conducted on the Board of Nursing and in 1983 Senate Bill 44 was recommended for passage to continue the Board of Nursing and to exempt the Board of Nursing from further Sunset review. Also in 1983 the Board received authority and funding to issue a newsletter and a task force was appointed to work on the ARNP rules and regulations. The Peer Assistance Program by KSNA was implemented on September 15, 1983. A public hearing on the proposed ARNP regulations was held in April 1984 and action was taken on the regulations. By October, 1984 210 ARNP applications had been received. The first newsletter was sent in 1984.

During 1986 the Board worked on the LMHT exam and hired a test consultant at the cost of \$30.00 per hour. The Mental Health Examination Committee set the passing score for the examination but had difficulty with the item review because of the small number of candidates taking the exam.

The newsletter was contracted out to a private company in 1987 and the Board exceeded their expenditure limitations by \$3,000 due to the moving of the office.



[www.ksbn.org](http://www.ksbn.org)

*Published by:*  
**Arthur L. Davis**  
**Publishing Agency, Inc.**







## How to Contact Us 785-296-4929



<b>ADMINISTRATION</b>	<b>785-296-5752</b>	
Mary Blubaugh, MSN, RN Executive Administrator	<a href="mailto:mary.blubaugh@ksbn.state.ks.us">mary.blubaugh@ksbn.state.ks.us</a>	785-296-5752
Inge Reed Administrative Specialist	<a href="mailto:inge.reed@ksbn.state.ks.us">inge.reed@ksbn.state.ks.us</a>	785-296-5752
Karen Smith Fingerprints	<a href="mailto:karen.smith@ksbn.state.ks.us">karen.smith@ksbn.state.ks.us</a>	785-296-3375
Adrian Guerrero Director of Operations	<a href="mailto:adrian.guerrero@ksbn.state.ks.us">adrian.guerrero@ksbn.state.ks.us</a>	785-296-5935
Anthony Blubaugh Information Technology Support	<a href="mailto:tony.blubaugh@ksbn.state.ks.us">tony.blubaugh@ksbn.state.ks.us</a>	785-296-3928

<b>EDUCATION</b>	<b>785-296-3782</b>	
Carol Moreland, MSN, RN Education Specialist Basic Education	<a href="mailto:carol.moreland@ksbn.state.ks.us">carol.moreland@ksbn.state.ks.us</a>	785-296-5036
William Anderson, JD, RN CNE Education Specialist APRN Licensure, IV Therapy	<a href="mailto:william.anderson@ksbn.state.ks.us">william.anderson@ksbn.state.ks.us</a>	785-296-5062
Jill Simons Senior Administrative Assistant	<a href="mailto:jill.simons@ksbn.state.ks.us">jill.simons@ksbn.state.ks.us</a>	785-296-3782

<b>LEGAL DIVISION</b>	<b>785-296-4325</b>	
<b>Discipline</b>		
Michael Fitzgibbons, JD Special Assistant Attorney General	<a href="mailto:michael.fitzgibbons@ksbn.state.ks.us">michael.fitzgibbons@ksbn.state.ks.us</a>	785-296-4325
Alma Heckler Assistant Attorney General	<a href="mailto:alma.heckler@ksbn.state.ks.us">alma.heckler@ksbn.state.ks.us</a>	785-296-4325
Tricia Waters Senior Administrative Assistant	<a href="mailto:tricia.waters@ksbn.state.ks.us">tricia.waters@ksbn.state.ks.us</a>	785-296-4325

<b>INVESTIGATION</b>	<b>785-296-8401</b>	
Diane Glynn, JD, RN Practice Specialist	<a href="mailto:diane.glynn@ksbn.state.ks.us">diane.glynn@ksbn.state.ks.us</a>	785-296-8401
Betty Stewart, RN RN Investigator III	<a href="mailto:betty.stewart@ksbn.state.ks.us">betty.stewart@ksbn.state.ks.us</a>	785-296-4325
Kathleen Chalkley, LPN Special Investigator II	<a href="mailto:kathleen.chalkley@ksbn.state.ks.us">kathleen.chalkley@ksbn.state.ks.us</a>	785-296-4325
Karen Peschka, RN RN Investigator III	<a href="mailto:karen.peschka@ksbn.state.ks.us">karen.peschka@ksbn.state.ks.us</a>	785-296-4325
Roxanna Uhlig, RN RN Investigator III	<a href="mailto:roxanna.uhlig@ksbn.state.ks.us">roxanna.uhlig@ksbn.state.ks.us</a>	785-296-4325
Lauren Wolf, RN RN Investigator III	<a href="mailto:lauren.wolf@ksbn.state.ks.us">lauren.wolf@ksbn.state.ks.us</a>	785-296-4325
Patricia Byers Administrative Specialist	<a href="mailto:patricia.byers@ksbn.state.ks.us">patricia.byers@ksbn.state.ks.us</a>	785-296-8401

<b>LICENSING</b>		
Sheila Rice Licensing Supervisor	<a href="mailto:sheila.rice@ksbn.state.ks.us">sheila.rice@ksbn.state.ks.us</a>	785-296-6573
Judy Nichols Reinstatement	<a href="mailto:judy.nichols@ksbn.state.ks.us">judy.nichols@ksbn.state.ks.us</a>	785-296-2926
Nickie Stallons Exams, Foreign Students	<a href="mailto:nickie.stallons@ksbn.state.ks.us">nickie.stallons@ksbn.state.ks.us</a>	785-296-2967
Dora Lee Bourquin Renewals	<a href="mailto:doralee.bourquin@ksbn.state.ks.us">doralee.bourquin@ksbn.state.ks.us</a>	785-296-2453
Rae Ann Byrd Endorsements, Advance Practice	<a href="mailto:raeann.byrd@ksbn.state.ks.us">raeann.byrd@ksbn.state.ks.us</a>	785-296-2240
Vacant Receptionist		785-296-3350

Want to see our website? Point your Internet browser at <http://www.ksbn.org>.  
 Need to fax us? KSBN fax number is 785-296-3929.  
 All federal mail should be addressed to:  
 Kansas State Board of Nursing (intended recipient)  
 900 SW Jackson, Suite 1051, Topeka, KS 66612-1230

## June 2013 Education Committee

The Education Committee met June 11, 2013 and was called to order by Jeanne Walsh, RN, MSN Chair at 8:40 a.m. in Room 509 of the Landon State Office Building. The committee reviewed the onsite packet. The minutes from March 26, 2013 were approved. The Education Specialist report was given by Carol Moreland, MSN, RN.

Colby Community College ADN Program had a site visit on February 19 & 20, 2013. It was moved to accept the site visit report for Colby Community College ADN Program with recommendations and to re-approve the program for a period consistent with ACEN accreditation period.

Seward County Community College/ATS PN Program had a site visit on March 20 & 21, 2013. It was moved to accept the site visit report for Seward County Community College/ATS PN Program with recommendations and to re-approve the program for five years.

Seward County Community College/ATS ADN Program had a site visit on March 20 & 21, 2013. It was moved to accept the site visit report for Seward County Community College/ATS ADN program with recommendations and to re-approve the program for eight years.

Butler Community College PN Program had a site visit on April 2 & 3, 2013. It was moved to accept the site visit report for Butler Community College PN Program with recommendations and to re-approve the program for five years.

Donnelly College PN Program had a site visit on April 9 & 10, 2013. It was moved to accept the site visit report for Donnelly College PN Program with recommendations and to re-approve the program for five years.

Neosho County Community College PN Program had a site visit on April 16 & 17, 2013. It was moved to accept the site visit report for Neosho County Community College PN Program with recommendations and to re-approve the program for five years.

The following schools presented major curriculum changes:

- Kansas City Kansas Community College PN Program
- MidAmerica Nazarene University ABSN Program
- Washburn University Graduate Program
- Bethel College BSN Program
- Kansas Wesleyan University BSN Program
- Seward County Community College/ATS PN Program

Seven petitions for permission to test/retest were reviewed and action taken.

## Practice Committee

The Practice Committee met on Tuesday September 17. The committee discussed information about refresher courses and requested staff to draft language for the web page regarding APRN and LMHT courses. The committee also directed staff to send letters to the Board of Healing Arts and Board of Pharmacy asking if an update to the Joint Policy Statement on the Use of Controlled Substances should be considered.

## June Finance Committee

The June Finance Committee was called to order June 12, 2013 at 8:30 a.m. in room 560 of the Landon State Office Building in Topeka by Bernard Becker, Chair. The FY13, FY 14, and FY15 budgets were added to the agenda. The minutes of the March 27, 2013 Finance Committee were approved as written.

K.A.R. 60-4-101 and K.S.A. 74-1110 were reviewed and it was recommended that no changes be made. K.A.R. 60-8-101 was reviewed and it was recommended to raise the LMHT examination fee to \$40.00.

Mary Blubaugh reported that KSBN is in the process of purchasing a new backup system. A. Guerrero reported that he researched buying credits from the State's information technology services division, but has not received the requested information. He also researched a virtualization system and found a company on state contract. The total will be approximately \$100,000 to replace the backup system, offsite data system, virtualization of servers and 3 years of maintenance. There will be a slight increase with the maintenance and upgrade to ImageNow. M. Blubaugh and A. Guerrero met with B. Moffitt and B. Becker about this information per the minutes from the March 2013 meeting. It was approved to purchase the equipment. M. Blubaugh is projecting that we will be below budget for FY13 by \$5,000 to \$7,000.

M. Blubaugh reported that the legislature removed \$16,947 from the amount requested for the FY14 budget. There was a decrease in the monumental fee which covers the judicial building, the Capitol and Cedar Crest. The decrease of the monumental fee equals the amount of the \$16,947 loss. Also, removed from the FY14 budget was the \$148,584 for the two new staff positions that were approved. The salaries are capped and we cannot go over. M. Blubaugh is researching information to take to the Finance Council to try to get approval for the funding of \$148,584 for the two new staff positions.

The FY15 budget is the same as the FY14 budget.

It appears that the fee fund will not be swept at this time.

The meeting was adjourned at 9:02 A.M.

## Investigative Committee

The Investigative Committee met on Monday and Tuesday September 16 and 17. The committee reviewed 2 statutes from the LMHT act as part of its regularly scheduled legislative review. The discussion on Revocation of licenses culminated in a decision to draft a statute with a three year time frame before reinstatement consideration and presentation to the full Board meeting. Fees associated with hearing matters were discussed and a decision made to gather more information for the next meeting. New Policies and Procedures were reviewed and approved regarding CNE cases and access use of Driver's License Photos.

## June 2013 APRN Committee

A. The following items are from the approved minutes of the June 2013 APRN committee:

- a. The following Advanced Nursing Practice school programs were approved: Columbia University NY – Neonatal NP; Simmons College – FNP; Colorado State University – FNP, Adult Geriatric NP and Psychiatric/Mental Health NP; University of North Florida – CRNA; Maryville University Family NP; Adult Geriatric NP.
- b. Progress was made on the proposed legislation worked on by the ad hoc KSBN and APRN Task Force. Issues discussed were: (a) transition to practice hours; (b) malpractice insurance; (c) national certification; and (d) certification exams.

All advanced practice registered nurses are reminded that since January 2013, all thirty (30) continuing nursing education (CNE) hours that you use to obtain credit for license renewal must be relevant to your APRN role. It is not necessary to obtain CNE hours in the particular specialty population that you work with, just the role, ie: Nurse Practitioner, CNS, Midwife, or CRNA. The advanced practice CNE hours will count for renewal of your registered nurse license, also.

## June 2013 CNE Committee

A. The following items are from the approved minutes of the June 2013 CNE committee:

1. The following long term CNE providerships were granted renewal for 5 years, with some of the providers being required to make modifications in the presentation for approval: Girard Medical Center, Accredo Health, Newman Regional Health, Atchison Hospital, St. Catherine Hospital, Pittsburg State University, Stormont Vail Healthcare, Via Christi Hospital, Omnicare Pharmacy, Grace Hospice, and Washburn University. Children's Hospital Knowledge Exchange and Overland Park Regional Medical Center were asked to re-submit their application with corrections at the September, 2013 committee meeting. Initial applications by Atkins Physical Therapy and Ergonomics and ARJ Infusion Services, Inc. were denied their initial application and requested to re-submit their application with corrections in September.
2. Effective May 10, 2013, nurses (RNs & LPNs) and licensed mental health technicians can count continuing nurse education (CNE) presentations of 30 minutes or more as credit to the total 30 hours necessary for license renewal. The minimum presentation time used to be 50 minutes (one contact hour). This follows the advanced practice nursing regulations for APRNs, who were allowed to use 30 minute CNE last year.
3. A large number of requests for approval of CNE (IOA) (88 applications) were denied because the required documentation of the continuing education has not been included in the submission. When submitting an IOA for approval of your continuing education, please remember to include the course objectives, course agenda, certificate of attendance, and self addressed, stamped envelope. For college courses, you would need an original transcript instead of the certificate of attendance. If you do not submit the documentation for these CNE approval requests, your CNE WILL NOT BE APPROVED.

## Discipline Cases

Terri Hallock-Scheuler  
Afton, OK 74331  
RN #14-58025-091  
Case #12-1807-0  
Summary Order to Revoke  
7/22/13

Rebecca Clark  
Overland Park, KS 66204  
Applicant  
Case #13-181-0  
Summary Order to Deny 7/24/13

William Bair  
Great Bend, KS 67530  
LPN #23-41571-091  
Case #12-1125-3 & 12-2194-3  
Summary Order to Revoke  
7/24/13

Trina Reed  
Caney, KS 67333  
RN #13-99195-112  
Case #12-1138-0  
Summary Order to Revoke  
7/24/13

Ashley Madden  
Zurich, KS 67663  
LPN #23-41604-071  
Case #12-1155-3  
Summary Order to Revoke  
7/24/13

Jacqueline Mendoza  
Hesston, KS 67062  
LPN #23-36169-041  
Case #09-1251-5  
Summary Order to Suspend  
7/31/13

Matthew Schmid  
Blue Springs, MO 64015  
RN #13-86677-082  
Case #12-1951-3  
Summary Order to Revoke  
7/31/13

Lisa Potter  
Kingman, KS 67068  
LPN #23-20656-032  
Case #13-295-4  
Summary Order to Revoke  
7/31/13

Aaron Garcia  
Joplin, MO  
Applicant  
Case #12-2050-0  
Summary Order to Deny 7/31/13

Patricia Quaid  
Wichita, KS 67209  
RN #13-53085-011  
Case #11-045-5  
Initial Agreed Order 8/1/13

Danielle Fischer  
Fort Scott, KS 66701  
RN #13-112577-081  
Case #12-1655-6 & 11-1078-0  
Initial Order to Revoke 8/2/13

Judy Fox  
Mission, KS 66202  
RN #13-62282-061  
Case #13-1029-7  
Summary Order to Revoke  
7/31/13

Natasha Elwood  
Wichita, KS 67226  
RN #13-93987-101  
Case #12-102-5 & 10-1303-5  
Initial Agreed Order 8/8/13

Denise Brull  
Hays, KS 67601  
RN #13-48437-031  
Case #12-2208-3  
Summary Order to suspend  
8/5/13

Allen Mandeen  
Gallup, NM 87305  
RN #13-83030-102 &  
43-55711-102  
Case #12-1208-0 & 11-1732-3  
Final Order to Revoke 8/6/13

Lacey Gile  
Fredonia, KS 66736  
RN #13-112600-022  
Case #11-1454-6  
Proposed Default Order 8/20/13

Elaine Schneider  
Smith Center, KS 66967  
RN #13-79026-061  
Case #13-1106-3  
Summary Order to Revoke  
8/20/13

Catherine Holmes  
Geneseo, KS 67444  
RN #13-60813-122  
Case #12-2274-3  
Final Order to Revoke 8/20/13

Ryan Hollins  
Sedan, KS 67361  
LPN #23-24808-032  
Case #12-179-6  
Final Order to Revoke 8/28/13

Angelia Davis  
Applicant  
Case #12-1861-0  
Final Order to revoke 8/29/13

Tanya Bolfig  
Wichita, KS 67206  
LPN #23-30163-111  
Case #11-1585-5  
Initial Order to Revoke 8/26/13

Michelle Andregg-Carpenter  
Plainville, KS 67663  
RN #13-99095-122  
Case #10-907-3 & 11-898-3  
Initial Agreed Order 9/9/13

Alina Vaaysfligel  
Lenexa, KS 66217  
RN #13-105224-091  
Case #11-916-7  
Initial Agreed Order 9/9/13

Jamie Eslinger  
Overland Park, KS 66207  
RN #14-114591-031  
Case #11-1784-2  
Initial Agreed Order 9/3/13

Deborah Bradfield  
Dodge City, KS 67801  
LPN #23-31613-062  
Case #09-1108-1  
Proposed Default Order 9/11/13

Kristopher Orr  
Kansas City, MO 64110  
LPN #23-35209-041  
Case #10-842-5  
Initial Agreed Order 9/12/13

Wanda Ragsdale-Bland  
Raymore, MO 64083  
LPN #24-27008-022  
Case #13-517-0  
Default Order to Deny 9/6/13

Carmen Clark  
El Dorado, KS 67042  
RN #13-65988-012  
Case #11-1792-6 & 11-1600-6  
Default Order to Revoke 9/6/13

Joyce Whiteman  
Newton, KS 67114  
RN #13-45562-091  
Case #09-765-4  
Proposed Default Order to  
Revoke 9/6/13

Brandee Hudgins  
Baxter Springs, KS 66713  
Applicant  
Case #13-1053-0  
Summary Order to Deny 9/19/13

Rita Glaze  
Lacygne, KS 66040  
LPN #23-10995-072  
Case #12-1689-6 & 13-429-6  
Initial Agreed Order 9/12/13

Pamela Kindall  
Minneapolis, KS 67467  
RN #13-87879-082  
Case #12-1355-3 & 11-327-3  
Initial Order to Revoke 9/23/13

## Unlicensed Practice

The following individuals were fined for unlicensed practice for practicing for six (6) calendar months or more in Kansas without a license, or had a second or subsequent unlicensed practice.

Paula Brookshire  
#24-39599-062  
Galena, KS 66739  
12 months/\$600

Marjorie Skytte  
#13-108039-091  
McPherson, KS 67460  
3 months/\$300 second  
offense

Erica Hays  
23-37425-012  
Hutchinson, KS 67501  
6 months/\$300

## False/Inaccurate Information

The following individuals were fined for providing false/inaccurate information in the KSBN renewal licensing process a second or subsequent time and were fined \$200.00

Mica Muyaga  
#23-32509-051  
Hutchinson, KS 67501

Samuel Allen  
#14-110120-081  
Olathe, KS 66062

Brandon Bailey  
#13-105013-041  
Wichita, KS 67209

Leslie Bass  
#24-40823-091  
Arkansas City, KS  
67005

Tialena Pulliam  
#23-41222-022  
Larned, KS 67550

Charles Gloster  
#14-109043-091  
Valdosta, GA 31605



# NEW Online Help Tools!!!

KSBN recently posted several help tools on the Board's website, [www.ksbn.org](http://www.ksbn.org), to assist licensees with "Online Services." These help tools are step-by-step instructions meant to assist you with your User ID, Password, Renewing Your License Online, Changing Your Address, Check the Status of Your Application and Internet Explorer 10 compatibility issues. Below is the "How do I register or change my password" online help tool, just one of the new help tools available for your use.

**Step 1:**

**Register a Person**

Welcome to Kansas Board of Nursing

This site was created to give Nursing licensees the opportunity to manage their licenses online.

If you haven't already registered and wish to renew an existing practitioners license or address changes, click [here](#) to register (or click the **register a person** link on the left).

User Id:

Password:

[Click here if you have forgotten your password.](#)

Kansas Board of Nursing © 2009 System Automation Corporation

**Step 2:**

Online License Renewal Online Address Change License Verification Database

powered by Google™

Welcome to ksbn.org

Friday, February 15, 2013

Kansas State Board of Nursing

FINDING CME FOR

practice statutes by 1, 2012

General Information

- Nurse Practice Act
- Nursing Newsletter Library
- License Verifications
- On Site Application Process
- Licenses in Military Service
- Position Statements
- Proposed Regulations / Notice of Hearing
- Approved Regulations
- Attorney General Opinions
- Annual Report FY 2011
- Multi-Year Pass Rates
- Discipline Case List
- Kansas Nurse Assistance Program

Online Services

- Online License Renewal
- Check Status of Application
- Check Status Instructions - PDF
- Online Address Change
- KS Automated Nurse Notification
- License Verification Database
- Online Education Annual Report
- New or Renewal 2 Year CME Provider
- Finger Print Card Order Form

KANN Kansas Automated Nurse Notification

Landon State Office Building  
900 SW Jackson Street  
Suite 1051  
Topeka, Kansas 66612-1230  
Main: 785-296-4929  
Fax: 785-296-3929

**Step 3:**

Search for Existing Personal/Professional Records

In order to renew an existing license, submit name or address changes, you must create a username and password and associate it to your records. This form allows you to search for your existing record.

1. Enter your information into *all three* fields below.
2. Press the **search** button to search for your record based on the information you provided.

1. Enter your "Last Name", "Birth Date", and "SSN", using the exact format shown below each field.

Last Name:

Birth Date:  ex: 03/31/1960

SSN:  ex: 123456789

2. Once you have completed all three above fields, click "Search".

**Step 4:**

Registration

We were able to find your records based on the entered search criteria. Please review the information below and double check that the search returned your record.

- If the record below is yours, enter a username and password in the form below and press the **register** button to create your record. Once logged into the e-Government application you will be able to maintain your records, apply for an additional license, and renew an existing license.
- If the information below is not yours, click [here](#) to search again. If your records can not be found, click [here](#) for information on contacting the proper department/agency/board.

NOTE: Required fields are marked with an asterisk (\*).

Name

Name Prefix:

First Name:  bob

Middle Name:

Last Name:  doe

Name Suffix:

Birth Date:

SSN:

Gender: Male

personEthnicity: African American

personCStatus: Select

Address

Country: United States

Line 1: 600 SW Jackson St., S

Line 2: The Landon State Office

City: Topeka

State: KS

Zip Code: 66606

Phone: 7856176906

Fax: 7853212277

Email: adrian.guerrero@ksbn.st

User ID

User ID\*  ex: jsmith

Password\*

Confirm Password\*

Minimum 6 characters

Password Question: test password?

Answer:  ex: Blue

3. Once have entered your password

**Step 5:**

You have successfully registered!  
Please login....

After you click "Register", you should get his screen.

If the process you chose initially is the process you are needing to complete (i.e. Online License Renewal, Check Status of Application etc.) then you would just need to click "Login Page" in the upper left hand corner of this screen or go back to [www.ksbn.org](http://www.ksbn.org) and select the operation you wish to complete.



## Board Members E-Mail Addresses

Brenda Moffitt, CNS, APRN President 01-20-09 – 06-30-15	<a href="mailto:Brenda.Moffitt@ksbn.state.ks.us">Brenda.Moffitt@ksbn.state.ks.us</a>
Jeanne Walsh, RN, MSN Vice President 09-08-06 – 06-30-14	<a href="mailto:Jeanne.Walsh@ksbn.state.ks.us">Jeanne.Walsh@ksbn.state.ks.us</a>
Kimberly Hensley, LPN Secretary 11-08-07 – 06-30-15	<a href="mailto:Kimberly.Hensley@ksbn.state.ks.us">Kimberly.Hensley@ksbn.state.ks.us</a>
Judith Hiner, RN, BSN 07-01-09 – 06-30-17	<a href="mailto:Judith.Hiner@ksbn.state.ks.us">Judith.Hiner@ksbn.state.ks.us</a>
Bernard Becker Public Member 11-08-07 – 06-30-15	<a href="mailto:Bernard.Becker@ksbn.state.ks.us">Bernard.Becker@ksbn.state.ks.us</a>
Rebecca Nioce Public Member 03-21-11 – 06-30-14	<a href="mailto:Rebecca.Nioce@ksbn.state.ks.us">Rebecca.Nioce@ksbn.state.ks.us</a>
Jeanne Catanzaro, MSN, RN 07-10-12 – 06-30-16	<a href="mailto:jeanne.catanzaro@ksbn.state.ks.us">jeanne.catanzaro@ksbn.state.ks.us</a>
JoAnn Klaassen, RN, MN, JD 07-10-12 – 06-30-16	<a href="mailto:joann.klaassen@ksbn.state.ks.us">joann.klaassen@ksbn.state.ks.us</a>
Garet King Public Member 10-15-12 – 06-30-16	<a href="mailto:garet.king@ksbn.state.ks.us">garet.king@ksbn.state.ks.us</a>
Carol Bragdon, PhD, APRN 9-25-13 – 06-30-17	<a href="mailto:Carol.Bragdon@ksbn.state.ks.us">Carol.Bragdon@ksbn.state.ks.us</a>

## WALL CERTIFICATES

Wall Certificates suitable for framing are available through the Kansas State Board of Nursing. Certificates are available to those NPs/CNSs/NMWs/RNAs who hold a permanent Kansas license. To obtain a certificate, please complete the following form.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Certificate of Qualification (License) Number: \_\_\_\_\_

Original Date of Issue: \_\_\_\_\_

Each certificate is \$10.00.

Please submit order form to:  
 Kansas State Board of Nursing  
 Landon State Office Building  
 900 SW Jackson, Suite 1051  
 Topeka, KS 66612-1230

## Nursing License Renewal Schedule

If your license expires on: (Please refer to the Check Status of Expiration to verify your expiration date.)	You should receive your yellow renewal notice postcard by:	Your properly completed renewal application should be in the Board office by:
November 30, 2013	September 15, 2013	October 31, 2013
December 31, 2013	October 15, 2013	November 30, 2013
January 31, 2014	November 15, 2013	December 31, 2013
February 28, 2014	December 15, 2013	January 31, 2014
March 30, 2014	January 15, 2014	February 28, 2014
April 30, 2014	February 15, 2014	March 30, 2014
May 31, 2014	March 15, 2014	April 30, 2014
June 30, 2014	April 15, 2014	May 31, 2014
July 31, 2014	May 15, 2014	June 30, 2014
August 31, 2014	June 15, 2014	July 31, 2014
September 30, 2014	July 15, 2014	August 31, 2014
October 31, 2014	August 15, 2014	September 30, 2014



## BOARD MEETING SCHEDULE

- 2013 Board Meeting**
  - December 10 & 11
- 2014 Board Meeting**
  - March 25 & 26
  - June 17 & 18
  - September 16 & 17
  - December 9 & 10



*Celebrating* 100 Years of Nursing Regulation  
1913 - 2013

Please join the Kansas State Board of Nursing while we Celebrate 100 Years of Nursing Regulation!  
Commemorative pins are available for purchase.  
Proceeds will support the 100th Anniversary activities.



**Jeweled Pins**

\$30.00 Each + \$4.00 Shipping & Handling



Royal Blue/Silver Tone



Light Blue/Gold Tone



Clear/Silver Tone



Black/Silver Tone

**Lapel Pins**

\$5.00 Each + \$3.00 Shipping & Handling



Silver Tone



Gold Tone

Pin orders may be placed at the Board Office or at [www.ksbn.org](http://www.ksbn.org)

**KANSAS STATE BOARD OF NURSING**  
900 SW JACKSON, SUITE 1051  
TOPEKA, KS 66612

*"Protect the Public Health, Safety and Welfare of the Citizens of Kansas through the Licensure and Regulation Process."*

## THE CONDUCT OF BOARD MEETINGS



1. Kansas State Board of Nursing meetings are open to the public.
2. Executive sessions and the Investigative Committee meetings are closed to the public.
3. The President will call for the Executive Session citing a specific purpose, length of time and who is included.
4. The Board meeting follows a prepared agenda.
5. Visitors and/or guests do not actively participate in the formal meeting but may be recognized by the President of the Board for additional information or questions.
6. Whenever possible, all meetings will be called to order on time and will follow the prepared agenda.
7. Members of the Board, Board committee members, and the Board staff shall be recognized by the President.
8. Only one person will speak at a time.
9. Members of the Board will speak in an orderly fashion and refrain from conversation when another member is speaking.
10. Guests/visitors will be recognized only at the discretion of the President.
11. Persons in attendance at meetings are respectfully requested to refrain from talking or making noises while the meeting is in progress.
12. Anyone disrupting the meeting will be asked to leave.
13. Meetings will be adjourned as scheduled or upon completion of business, or; continued only upon the consensus of the membership of the group.
14. The President may establish and announce additional guidelines for the meeting subject to the agreement of the other Board members.
15. The President is responsible for the conduct of the meeting and will enforce the rules of conduct.

## THE CONDUCT OF COMMITTEE MEETINGS

1. Kansas State Board of Nursing Committee meetings are open to the public.
2. Executive sessions and the Investigative Committee meetings are closed to the public.
3. The Committee Chair will call for the Executive Session citing a specific purpose, length of time and who is included.
4. The Committee meeting follows a prepared agenda.
5. Visitors and/or guests do not actively participate in the formal meeting but may be recognized by the committee chair for additional information or questions.
6. Whenever possible, all meetings will be called to order on time and will follow the prepared agenda.
7. Members of the Committee, Board members, and the Board staff shall be recognized by the Committee Chair.
8. Only one person will speak at a time.
9. Members of the Committee will speak in an orderly fashion and refrain from conversation when another member is speaking.
10. Guests/visitors will be recognized only at the discretion of the Committee Chair.
11. Persons in attendance at meetings are respectfully requested to refrain from talking or making noises while the meeting is in progress.
12. Anyone disrupting the meeting will be asked to leave.
13. Meetings will be adjourned as scheduled or upon completion of business, or; continued only upon the consensus of the membership of the group.
14. The Committee Chair may establish and announce additional guidelines for the meeting subject to the agreement of the other Committee members.
15. The Committee Chair is responsible for the conduct of the meeting and will enforce the rules of conduct.



## ADDRESS CHANGE

You can use your user ID and password to change your address on-line OR send us the change of address in writing. Please submit within 30 days of address change. You may mail your address change to Kansas State Board of Nursing; 900 SW Jackson St, Ste 1051; Topeka, KS 66612-1230. The Address Change form is available at [www.ksbn.org/forms](http://www.ksbn.org/forms).

If you do not have access to a computer please include the following information in your written request:

First and Last Name  
(please print complete names)

\_\_\_\_\_

Kansas Nursing License Number(s)

\_\_\_\_\_

Social Security Number

\_\_\_\_\_

Old Address and New Address  
(complete Street Address with Apt #, City, State, and Zip)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Home phone number and Work Phone number

\_\_\_\_\_

Date the New Address is in Effect

\_\_\_\_\_

Sign and date your request

\_\_\_\_\_

We are unable to accept your request to change your address from information delivered over the phone or via an email. All requests must be received in writing and include a signature.

## Tell Us How We Are Doing

The Kansas Board of Nursing (KSBN) would like your opinions on our Customer Service, Newsletter and Web Site.

Your opinions are important to the KSBN and will help us to evaluate the quality of communication services provided to you on the phone, in print or over the internet.

Your responses will assist us in determining ways to better improve our service to all our customers and to pinpoint areas that need improvement.

You will find a link to the Customer Service Survey on our website at [www.ksbn.org](http://www.ksbn.org)



## NCSBN Data Integrity Project

The KSBN staff is currently working with the NCSBN to update and correct licensing data base information. Information includes complete legal names, aliases/previous names, original dates of licensure, exam dates and scores, education program names and graduations dates, identifying basic and highest nursing education programs and degrees awarded. Applications on file are the primary source of this information.

Some licensees have completed higher education beyond their original licensure but have never been required to identify that information for licensing renewal purposes. Examples would be RN graduates of an associate degree program who later completed their BSN. Providing this type of information provides useful data for both State government entities as well as NCSBN.

If you are a nurse that has completed additional education beyond your basic entry and want us to record that information please send us an unofficial copy of your transcript showing your degree awarded and graduation date. They should be mailed to the attention of Inge Reed, KSBN, Data Integrity Project, 900 SW Jackson, ste 1051, Topeka, KS 66612-1234.

# Educational Mobility in Nursing

**Bernadette Fetterolf PhD, APRN, CNS**  
**Carol Moore PhD, APRN, CNS**  
**Jane Carpenter PhD, MSN, RN**

**Kansas Commission for Nursing  
 Education & Practice (KNEP)  
 History**

In 1998, a task force was formed with 6 representatives from all levels of nursing education (i.e. LPN, ADN, BSN) and five KONL practice members from both rural and urban settings. Later a sixth practice member was added. KNEP started as a task force of KONL and has since become a commission of the organization.

KNEP's original mission – "to link education and practice through collaboration to facilitate the effective delivery of nursing care in the changing health care system" remains relevant and challenging today. KNEP is recognized for the annual Clinical Teaching Institute and the Orientation Toolkit. This article stems from a 2013 KNEP goal to *Support Educational Advancement in Nursing*

**Membership**

Lisa Alexander MSN, RN  
 Dee Bohnenblust EdD, MSN, RN  
 Martha Butler PhD, RN  
 Jane Carpenter PhD, MSN, RN  
 Shirley Clayton BSN, RN  
 Bernadette Fetterolf, PhD, APRN, CNS  
 Brenda Moffitt, MSN, APRN, CNS  
 Carol Moore, PhD, APRN, CNS  
 Shirley Ulrich BHCA, RN  
 Susan White MS, RN  
 Donna Wilson MSN, APRN  
 Patricia Zeller MSN, APRN

**Compelling Trends**

Compelling state and national trends support the need to advance the education and training of the nursing workforce at all levels. Those of you in clinical practice can certainly attest to the increasing complexity of both patient care and the practice environment. As this wave gathers momentum into the future, the need for more education to achieve the changes needed in healthcare and patient outcomes will continue to expand. In the 2011 publication *The Future of Nursing: Leading Change, Advancing Health*, the

Institute of Medicine called for nurses to practice to the full extent of their education and training and in full partnership with physicians and other health care professionals. In addition the document calls for 80% of the nursing workforce to be educated at the baccalaureate level by 2020 to best meet the evolving challenges of healthcare. This call for a more highly educated nursing workforce has been echoed by the Robert Wood Johnson Foundation and the Carnegie Foundation.

A sizeable body of evidence has linked baccalaureate prepared nurses to improved patient outcomes such as decrease in mortality and failure to rescue (Aiken, Clarke, & Cheung, 2003; Eastabrooks, Midodzi, & Cummings, 2005; Friese, Lake, Aiken, Silber, & Sochalski, 2008; Kendall-Gallagher, Aiken, Sloane, & Cimiotti, 2011; Kutney-Lee & Aiken, 2008; Tourangeau, Doran, Hall, Pallas et al., 2006; Van Den Heede, Lesaffre, Diya, Vieugels, Clarke, Aiken, & Sermeus, 2009). Additional evidence demonstrates the positive impact of BSN education on behavioral skills such as communication, critical thinking/problem solving, leadership and professional behavior (Doran, Siani, Ketings et al., 2002; Goode, Pinkerton, McCausland et al., 2001; Johnson, 1988; Shin, Jung, & Shin, 2006). BSN education may also result in increased feelings of autonomy and job satisfaction (Friese, Lake, Aiken, Silber, & Sochalski, 2008; Rambur, McIntosh, Palumbo, & Reinier, 2005).

When considering your future educational options it is important to keep abreast of changes in the academic setting and their impact on the workforce, both locally and nationally. The 2011-2012 American Association of Colleges of Nursing (AACN) survey results indicate that enrollment increased across all program levels- the BSN, Masters, and Doctoral (Fang, Li, & Bednash, 2012). The survey response rate was 77.6% with 664 of 856 schools responding. Employment results (N=501 schools) indicated that in the respondent's geographical area 39% of hospitals were requiring a BSN upon hire (up 9% from 2011 results) while 77.4% of facilities were giving strong preference for BSN graduates. Enrollment in baccalaureate completion programs (RN to BSN) increased 22.2% in 2011-2012. This increase reflects an encouraging response to the call for advancing the education of America's nursing workforce.

The need for educational advancement is further fueled by the current crisis in the supply of nursing faculty (Fang, Li, & Bednash, 2012). The 2011-2012 AACN report on *Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing* indicated that over 75,000 qualified applicants were turned away from BSN and graduate programs in 2011 due to lack of clinical sites, faculty, classroom space, clinical preceptors, and fiscal limitations. Nearly two thirds of the responding schools indicated that faculty shortage was a reason for not taking additional qualified applicants. The AACN survey on faculty positions showed a 7.6% vacancy rate with 88% of these preferring or requiring a doctoral degree. The average age of retirement for nursing faculty is 62.5 years of age. With the current mean age of doctorally prepared faculty at 53.5 years, turnover in nursing education will increase in the next ten years. To adequately replace retiring educators and maintain the current nursing workforce pipeline, educational advancement at the graduate level must take place to avert a crisis in healthcare.

**Returning to School**

As an associate degree (AD) prepared registered nurse (RN) you may encounter several phases in the return to education. The first phase involves grappling with the question of whether or not to return to school. The RN often considers a number of factors in making this decision. One may ask – am I too old to do this and what will I gain? Nursing as a profession today requires constant learning and adaptation to change. Nurses of all ages engage in this learning and are successful. RN students report significant benefits from the acquisition of an additional degree including 1) increased feelings of accomplishment, 2) acquisition of additional tools and skills in caring for patients (particularly in the areas of leadership, research/evidence based applications and quality improvement), 3) enhanced job opportunities, 4) and in some settings wage differentials from nursing staff levels or clinical ladders. The current climate across the country indicates increasing preference of some care facilities for BSN hires (Fang, Li, & Bednash, 2012). Other areas of concern when contemplating this decision

*Educational Mobility in Nursing continued on page 11*



***Educational Mobility in Nursing continued from page 10***

are time availability and organizational skills (Megginson, 2007). RN's who have been out of an AD nursing program for a number of years may face significant hurdles in completing their education. It is important to understand that the ability, motivation and self-discipline that made one successful in the pre-licensure program will be helpful in the next educational step. Without a doubt returning to school requires sacrifices. There will be a loss of some leisure and family time and a need to juggle work related demands while still carving out time for study. But choosing to return to school offers long range benefits to both graduates and their families.

The second phase occurs once you make the decision to continue your education. At this point you are looking to select a program that is a good fit for your needs and goals. A number of factors are often considered and ample time for self-reflection is warranted. Returning to the student role requires thoughtful and honest self evaluation and careful exploration of the available options.

**Choosing A Program**

The format of course delivery is an important one. If you are a motivated student and can challenge yourself to stick with deadlines, an on-line program may be the right choice for you. Creating a network with fellow students can still occur through class work and developing a comfort level in reaching out. If you struggle with maintaining the self-discipline required by an on-line program you may want to select the face to face interaction/on-ground type of program. This will also allow you to meet new colleagues face to face in weekly classes. Some programs are termed hybrid programs meaning that there is a blend of on-line and on-ground coursework. Determining which format is right for you is critical. In selecting a delivery format it is important to keep in mind the amount of travel involved in on-ground programs as well as the ability to schedule class/study time around work environment demands.

When exploring programs a number of questions should be asked. Is class size important to you? If so determine how many students on average are enrolled in a class. Is there a maximum enrollment in each class and is this different if you are in the classroom or the on-line environment? This information will vary from school to school so should be added to your list of questions when talking with an advisor.

When deciding which RN to BSN program is right for you, be sure to consider the amount of time you will have to commit to class. Many programs within the state of Kansas offer courses on a full-time or part-time basis allowing the student to determine the number of credit hours they can carry each semester. This allows a student program entry several times within the year and may allow them to step out of course sequencing for a period of time should life interrupt. Some programs operate with a cohort model, moving a group of students through a set number and sequence of courses throughout the curriculum. This model will often have a set number of required credit hours each semester. Some thought should be given to the balance of work and personal needs with school requirements. It is often difficult to work full-time, carry a full-time credit hour load (12 hours/semester or more) and be successful. Students

often underestimate the workload required when returning to school. Your nursing advisor can guide you in these decisions. Establishing a plan of study with your advisor will help you to visualize the timeline for completion of your BSN. Many programs can be completed in one to two years depending upon the number of pre-requisites and graduation credit hours required.

When making a decision on what school is right, one should take a moment to look at the program faculty. What is their individual background, areas of research, how long have they been teaching? While examining aspects of the programs and narrowing down your program of choice be sure to take the time to reflect on personal and professional goals. While it may not seem like a priority at the time, it may be prudent to ask about graduate level education should this path emerge beyond the BSN. It is of utmost importance to select a nursing program that is professionally accredited by either the Commission on Collegiate Nursing Education (CCNE) or the Accreditation Commission for Education in Nursing (ACEN) (formerly known as the National League for Nursing Accrediting Commission). To do otherwise will jeopardize further academic advancement to graduate programs.

**Variations in University Requirements**

The issue of prerequisite courses/credits can be confusing because each university and each baccalaureate nursing program design a curriculum to fulfill their institutional philosophies and identified outcomes. Generally the undergraduate general education credits required are similar but when considering more than one program this should be clearly determined.

Most of the community colleges and universities in Kansas have developed articulation agreements allowing for a less cumbersome transfer to a college/university if the student has an associate degree. Having an associate degree does not relieve the student from completing the "additional" prerequisite courses required for the BSN degree or coursework specific to a university's mission (sometimes referred to as graduation requirements). An example of an additional prerequisite course would be English Composition II or College Algebra. Some of the nursing program prerequisite courses may themselves have prerequisite courses. For example, Statistics, which is required for most BSN programs, often has College Algebra as a prerequisite.

Prerequisite requirements frequently determine the sequencing of courses in the curriculum. Course work required for graduation varies among institutions. For example, a private liberal arts institution may require an upper level religion course. Another public institution may have a focus on global concerns, and require an upper level

course in this area. Sitting down with a university nursing advisor to map out these courses will give you a realistic perspective of the coursework required.

Most universities have credit hours requirements within designated divisions or categories such as the Natural Sciences, Humanities, Social & Behavioral Sciences etc. Natural Science courses would include anatomy and physiology, chemistry, microbiology, and geology. Humanities courses often include classes in history, art, literature, music, and philosophy. Social and Behavioral Science courses would be classes in psychology, sociology, and economics. Depending on the institution, mathematics and computer science may be incorporated in one of these divisions or may be in a division of its own. There can be variance in these divisions among universities. It is best to consult with an advisor regarding these requirements.

There may be a limit in the number of lower division (course numbers usually beginning with a 1 or 2) undergraduate credits that will transfer from a community college to a four-year institution. This may range anywhere from 60-80 credit hours. It is important to be aware that some course work may not transfer because it is not determined to be equivalent to a course offered at the receiving institution. For example, French Literature may not fulfill a general education requirement, but transfer as an elective toward the total credits required for graduation. Keep in mind that it is the college/university that determines the general education requirements for graduation, not the nursing program. This is another area in which meeting with a nursing advisor may be helpful in determining exact requirements.

Some four-year institutions have a time limit on course work that can be transferred, particularly for courses in the natural sciences. For instance, a microbiology course taken more than seven years

***Educational Mobility in Nursing continued on page 12***

**Educational Mobility in Nursing continued from page 11**

ago would no longer be considered current, and the student may be required to repeat the course. Students should inquire about this policy when considering prospective programs.

It would be prudent to explore the possibility of taking courses beyond the required ADN courses while in the pre-licensure program to reduce the number of credits to be taken at the transferring college/university—if they are equivalent and within the number allowed for transfer. Remember, not every course may transfer so conferring with a nursing advisor at the transfer institution is helpful. Approval of transfer credit is most generally made by the university registrar's office. When possible acquiring coursework for the BSN while enrolled in the AD program will decrease the time spent completing the BSN degree.

Each BSN program in Kansas has an articulation plan that facilitates movement from the AD to BSN level. Nursing programs determine the equivalencies of course work completed in the associate degree program, thus determining the number of nursing credit hours that will transfer toward the BSN degree. This will vary among schools and is an important consideration when making a selection for a school. If the BSN nursing program accepts 30 credits for the nursing courses completed in the associate degree and the BSN program requires a total of 64 credits for the major, the transferring student will need to complete 34 credits of nursing to receive the BSN degree. Recognize that these 34 credits are in the nursing major and are in addition to the general education and graduation requirements that may be needed for graduation.

A four-year university determines the minimum number of hours required for the baccalaureate degree, ranging from 120-128 credits. The school also determines the number of credit hours required at the upper division level (coming from a four year school) ranging from 30-40. Generally, each institution has a specific requirement for the number of credits that must be earned from the degree granting institution. These are sometimes referred to as "residency hours" and average approximately 30.

When finalizing expenses it is important to be aware of additional fees. These vary from school

to school. Commonly encountered fees include Admission/Acceptance, Technology (often charged / credit hour), course-related (may include clinically related expenses such as background checks/liability insurance), portfolio assessment, and the transfer of associate degree credit in nursing to the transcript. Students may also be assessed fees for registration, testing, graduation, orientation, and health center fees. A professional school fee may be charged related specifically to enrollment within a designated school of study. It is rare to find a program that will offer college credit for "life experiences" because those experiences are so difficult to quantify. One should be cautious when selecting a program that offers a sizeable number of credits for work experience.

Finally, be aware that you may experience a period of transition upon returning to school. Transition has been described by Schumacher and Meleis (1994) as a pause between what was and what will be often characterized by changes in identities, roles, relationships, abilities, and patterns of behavior. A transition period is experienced to some degree by all students entering RN to BSN programs and some stress/tension exists with these changes. The needs of returning RNs are as variable as the students themselves. Choosing a program that is a good fit for your needs, goals, and learning style is important. As a returning student it is important to seek out mentors for support and development. Establishing collegial relationships with peers within the program can also be a source of encouragement and learning. Some of the best professional growth experiences are acquired through networking. Remember that students of different ages, background and experience bring unique perspectives to the classroom whether on-ground or on-line. For returning students the foundation of nursing is already well established. The return to school offers the opportunity to craft individualized unique professional goals around and within the course work required and to build upon these. This process highlights and augments the connection with current and future practice.

The return to the classroom, whether virtual or on-ground, is a challenging transition but it can also bring many rewards. Nurses returning to education know they are strong practitioners and may be unsure how additional education will benefit them. Current research shows that

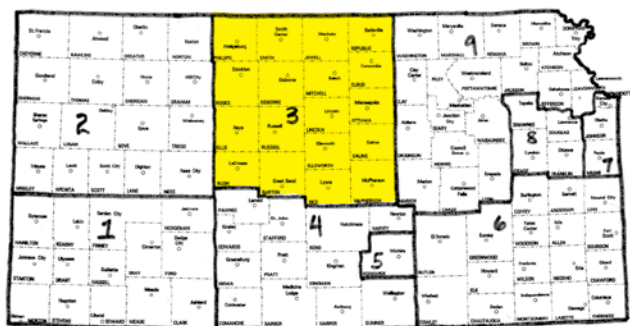
graduates of RN to BSN programs found that they had acquired additional skill in the areas of communication, application of research/EBP to patient care, enhanced critical thinking, leadership and an ability to see the "bigger picture" (Delaney & Piscopo, 2007; Lillibridge & Fox, 2005; Zuzelo, 2001). By being aware of the elements of a completion program and armed with the right questions, returning students can be better prepared for the decisions they will need to make.

**References**

- AACN Nursing Faculty Shortage Fact Sheet (October 24, 2012). Retrieved 12/7/12 from <http://www.aacn.nche.edu/media-relations/FacultyShortageFS.pdf>
- Aiken, L.H., Clarke, S.P., Cheung, R.B., et al (2003). Educational levels of hospital nurses and surgical patient mortality. *JAMA*, 290(12), 1617-1623.
- American Association of Colleges of Nursing (2012). New AACN data confirm that more nurses are advancing their education – a trend that enhances patient safety and healthcare quality. *AACN Media Relations*. Retrieved from <http://www.aacn.nche.edu/news/articles/2012/enrolldata>
- Delaney, C. & Piscopo, B. (2007). There really is a difference: Nurses experiences with transitioning from RNs to BSNs. *Journal of Professional Nursing*, 23(3), 167-73.
- Doran, D.I., Sidani, S., Keatings, M., et al. (2002). An empirical test of the nursing role effectiveness model. *J Adv Nurs.*, 38(1), 29-39.
- Estabrooks, C.A., Midodzi, W.K., Cummings, G.G., et al. (2005). The impact of hospital nursing characteristics on 30-day mortality. *Nursing Research*, 54(2), 74-83.
- Fang, D., Li, Y., & Bednash, G. (2012). *2011-2012 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing*. Washington DC: American Association of Colleges of Nursing.
- Friese, C.R., Lake, E.T., Aiken, L.H., Silber, J.H., & Sochalski, J. (2008). Hospital nurse practice environments and outcomes for surgical oncology patients. *Health Services Research*, 43(4), 1145-1163.
- Giger, J. (1990). Conceptual and theoretical approaches to patient care: Associate versus baccalaureate degree prepared nurses. *Journal of Advanced Nursing*, 15, 1009-1015.
- Goode, C.J., Pinkerton, S., McCausland, M.P., et al. (2001). Documenting chief nursing officers' preference for BSN prepared nurses. *JONA*, 31, 55-59.
- IOM (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.
- Johnson, J. (1988). Differences in performance of baccalaureate, associate degree and diploma nurses: A meta-analysis. *Research in Nursing and Health*, 11, 183-197.
- Kendall-Gallagher, D., Aiken, L., Sloane, D., & Cimiotti, J. (2011). Nurse specialty certification, inpatient mortality, and failure to rescue. *Journal of Nursing Scholarship*, 43(2), 188-94.
- Kutney-Lee, A. & Aiken, L. (2008). Effect of nurse staffing and education on the outcomes of surgical patients with comorbid serious mental illness. *Psychiatric Services*, 59, 1466-1469.
- Leonard, T. (2003). RN to BSN – advise on returning to school. *AORN Journal*, 77(1), 12-16.
- Lillibridge, J., & Fox, S. (2005). RN to BSN education what do RNs think? *Nurse Educator*, 30(1), 12-16.
- Meggison, L. (2007). RN-BSN education: 21st century barriers and incentives. *Journal of Nursing Management* 16, 47-55.
- Rambur, B., McIntosh, B., Palumbo, M., & Reinier, K. (2005). Education as a determinant of career retention and job satisfaction among registered nurses. *Journal of Nursing Scholarship*, 37, 185-192.
- Ridley, R. (2008). The Relationship between nurse education level and patient safety: An integrative review. *Journal of Nursing Education*, 47, 149-156.
- Sasichay-Akkadechanunt, T., Scalzi, C. C., & Jawad, A. F. (2003). The relationship between nurse staffing and patient outcomes. *JONA*, 33(9), 478-485.
- Shin, K., Jung, D., Shin, S., Kim, M. (2006). Critical thinking dispositions and skills of senior nursing students in associate, baccalaureate, and RN to BSN programs. *Journal of Nursing Education*, 45, 233-237
- Tourangeau, A., Doran, D., Hall, L., Pallas, L. et al. (2006). Impact of hospital nursing care on 30 day mortality for acute medical patients. *Journal of Advanced Nursing*, 57, 32-44.
- Van den Heede, K., Lesaffre, E., Diya, L., Vleugels, A., Clarke, S., Aiken, L., & Sermeus, W. (2009). The relationship between inpatient cardiac surgery mortality and nurse numbers and educational level: Analysis of administrative data. *International Journal of Nursing Studies*, 46(6) 796-803.



# CONTINUING NURSING EDUCATION OFFERINGS



## REGION III

**February 8, 2014, 9:00 am - 5:00 pm, Salina, KS**  
**There's No Place Like Home: Aging in Place.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Beth Whisler, MA. Aud: RN, LPN. It can be complicated to do, but many people "stay put" while they navigate and enjoy their elder years in their own homes. Practical and new solutions will be presented in this workshop for elders, people that comprise their support system, and medical professionals. Information on agencies and other entities that elders could use while staying at home will be discussed. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: February 5, 2014. Contact Hours: 8.

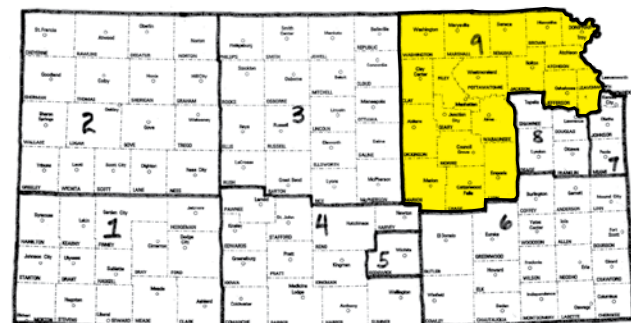
**February 20, 2014, 9:00 am - 5:00 pm, Salina, KS**  
**Inflammation: The Silent Killer Not Just Arthritis.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Jan Dyer, LPN, MS, NH. Aud: RN, LPN. In this class we will examine how our Western diet and lifestyle contribute to chronic internal inflammation. Many diseases are directly related to this condition and can be reversed when the inflammation is relieved. Along with diet changes, there are many herbs and natural substances that will aid in restoring health and vitality to an inflamed body. The role of electromagnetic pollution will also be introduced. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: February 17, 2014. Contact Hours: 8.

**February 26, 2014, 9:00 am - 5:00 pm, Salina, KS**  
**Survive and Thrive: A Cancer Patient's Personal Experience with "The New Normal."** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Gordon Dowell, BS. Aud: RN, LPN. This man's life was on cruise control until his primary care doctor uttered three shocking words: "You Have Cancer!" Two stem cell transplants and six years later, he faces life's 'New Normal.' This workshop will cover the journey of one young man suddenly faced with the diagnosis of cancer and recurrence after treatment. He will discuss and explain his surgery, chemotherapy, and stem cell transplants. He will discuss how he is coping with day to day living in 2014. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: February 24, 2014. Contact Hours: 8.

**March 5, 2014, 9:00 am - 5:00 pm, Belleville, KS**  
**The Importance of Lab Values in the Diagnosis and Treatment of Illnesses.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Emilie Hagan, ARNP-CNS, CDE, CCM. Aud: RN, LPN. Lab values are an integral part of the clinical management of the acutely ill patient. Nurses are expected to evaluate lab values and ensure that the appropriate nursing action is taken. This program will present the principles of using lab values in clinical nursing judgment/practice. The focus will be on the most common lab tests used to manage acutely ill patients. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: March 3, 2014. Contact Hours: 8.

**March 27, 2014, 9:00 am - 5:00 pm, Salina, KS**  
**Dealing with Pain: New Strides for an Old Problem.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Linda King, RN, PhD. Aud: RN, LPN. One of the most undertreated conditions in the U.S. today is pain, even with all the options available for use. A look at the reasons why this may be occurring and what is available to treat pain will be explored and discussed. The difference between acute and chronic pain will be explored. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: March 24, 2014. Contact Hours: 8.

**March 29, 2014, 9:00 am - 5:00 pm, Salina, KS**  
**Knowledge is Key: Cultural Differences in Patients.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Beth Whisler, MA. Aud: RN, LPN. Dealing with medical professionals who understand important aspects about a patient's culture is important as related to patient treatment and care. This workshop will explore and study cultural differences of our patients from around the world and people's beliefs and perceptions about their medical care. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: March 26, 2014. Contact Hours: 8.



## REGION IX

**March 6, 2014, 9:00 am - 5:00 pm, Clay Center, KS**

**Communicating End of Life Options.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Renea Gernant, PhD. Aud: RN, LPN. This course will address the spectrum of care provided through palliative and hospice from initial diagnosis to death; the nature of crisis points for patients and family facing terminal illness; the narrative approach to nursing education; and the COMFORT initiative in palliative and hospice care. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: March 4, 2014. Contact Hours: 8.

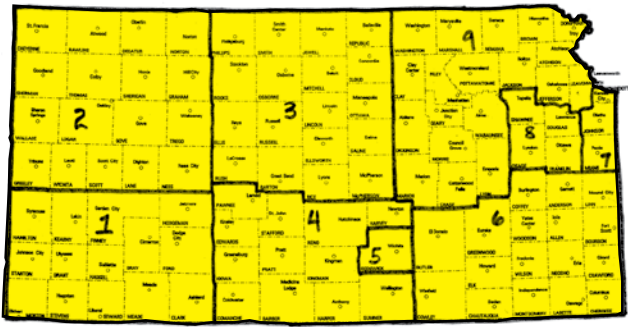
**March 18, 2014, 9:00 am - 5:00 pm, Abilene, KS**  
**Recognizing & Dealing with Pain in the Patient with Dementia.** Spon: Cloud County Community College, 2221 Campus Drive, PO Box 1002, Concordia, KS 66901-1002. Contact: JoDee Aldridge Ball, Coordinator of Allied Health, 785-243-1435 or 1-800-729-5101 ext. 370. Fac: Juanita Borell, RN, BSN. Aud: RN, LPN. Margo McCaffery set the gold standard for the personal report of pain "Pain is whatever the person says it is." What about the person with dementia? They may not be able to tell you that they are in pain and often are not treated or are receiving psychotropic drugs. In this class, strategies for recognizing, assessing, and treatment options for pain in the dementia patient will be explored and discussed. Fee: \$86.00 Adv, \$106.00 at the door. Reg. by: March 14, 2014. Contact Hours: 8.

*Continuing Education continued on page 14*



# CONTINUING NURSING EDUCATION OFFERINGS

Continuing Education continued from page 13



## STATEWIDE

**February 22, 2014, 8:00 am-3:00 pm, Via Christi Hospital on Harry Street, Wichita, KS**

**Spanish Today for Medical Professionals.** Spon: Spanish Horizons, 1855 S. Rock Road, Ste 129, Wichita, KS 67207. Contact: Vendla Ulrich, 316-932-2361. Aud: RN, LPN, LMHT, APRN. Spanish Today for Medical Professionals provides basic medical Spanish skills to help better communicate with Spanish-speaking patients; you will learn basic and medical Spanish. Registration includes an extensive Spanish Today manual, a handy pocket guide, and an interactive CDROM. No prior Spanish knowledge is needed. Fee: \$145.00. Deadline: February 19, 2014. Contact Hours: 6.8.

**February 27, 2014, 7:30 am-4:30 pm, Wichita, KS**  
**The S.T.A.B.L.E. Program** Spon: Wesley Medical Center, 550 North Hillside, Wichita, KS 67214. Contact: Linda Long, 316-962-3080. Fac: Kelly Lee, RN. Aud: RN, LPN. Provides important information about neonatal stabilization for maternal/infant healthcare providers in all settings. Fee: \$70.00. Deadline: N/A. Contact Hours: 8.

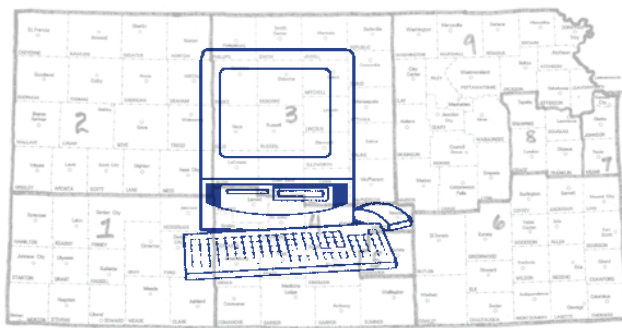
**March 1, 2014, 8:00 am-3:00 pm, Salina Regional Health Center, Salina, KS**

**Spanish Today for Medical Professionals.** Spon: Spanish Horizons, 1855 S. Rock Road, Ste 129, Wichita, KS 67207. Contact: Vendla Ulrich, 316-932-2361. Aud: RN, LPN, LMHT, APRN. Spanish Today for Medical Professionals provides basic medical Spanish skills to help better communicate with Spanish-speaking patients; you

will learn basic and medical Spanish. Registration includes an extensive Spanish Today manual, a handy pocket guide, and an interactive CDROM. No prior Spanish knowledge is needed. Fee: \$145.00. Deadline: February 26, 2014. Contact Hours: 6.8.

**May 7, 8, 9, 19 & 20, 2014, 8:00 am-5:00 pm Merriam, KS**

**Adult & Adolescent Sexual Assault Nurse Examiner (SANE) Training.** Spon: Shawnee Mission Medical Center-FACT Program, 9100 W. 74th Street, Shawnee Mission, KS 66204. Contact: Jennifer Johnson, APRN, CFN, SANE-A, SANE-P, 913-676-7500. Fac: Jennifer Johnson, APRN, CFN, SANE-A, SANE-P. Aud: Registered Nurses, Nurse Practitioners. This educational program provides the didactic portion required to practice as a SANE nurse. Fee: \$300.00. Contact Hours: 44.



## HOME STUDY

**Weight Management Strategies: A Holistic Approach.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Sue Popkess-Vawter, PhD. Aud: All levels of nursing. You will learn new strategies for making lifestyle changes that promote healthy weight by developing a daily plan using the cognitive restructuring strategies, Eat for Hunger, Exercise for Life and Esteem for Self. Fee: \$70.00. Contact Hours: 7.5.

**Grief a Living Experience: The Multiple Responses to Loss.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Jody Gyulay, PhD, LCSW, RN. Aud: All levels of nursing. You will look at the usual grief process and identify the multiple responses to grief that affect the patient and the caregivers. Fee: \$35.00. Contact Hours: 3.0.

**The Time of Your Life.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Judy Zinn, ACSW. Aud: All levels of nursing. Time is our most precious resource, this course will provide strategies needed to manage your time effectively and wisely. This course is available on-line or by text book. Fee: \$40.00. Contact Hours: 3.6.

**The Truth About Antacids.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Lisa Everett, RPh. Aud: All levels of nursing. Learn the truth about one of the most common complaints, acid reflux or GERD, and what is the correct course of action to get permanent relief. Fee: \$15.00. Contact Hours: 1.0.

**Assertiveness: New Perspectives.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Judy Zinn, ACSW. Aud: All levels of nursing. The course will provide strategies needed to assertively manage challenging communication issues with patients, physicians and other members of the health care treatment team. Fee: \$40.00. Contact Hours: 3.3.

**Patient Compliance: A New Look.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Judy Zinn, ACSW. Aud: All levels of nursing. The course will provide information needed to help prevent and also manage non-compliant patient behaviors. Fee: \$65.00. Contact Hours: 5.4.

**Conflict Management: Skills for Uncertain Times.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Judy Zinn, ACSW. Aud: All levels of nursing. This course will provide usable skills needed to manage conflict with patients, physicians and allied health professionals that you deal with daily. Fee: \$55.00. Contact Hours: 5.5.

**Living the Dying Process: A Guide for Caregivers.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Jody Gyulay, PhD, LCSW, RN. Aud: All levels of nursing. You will see the dying process as a complex journey for both the patient and the family, you will learn ways to allay their fears and confusion and bring calm to the dying patient and family. Fee: \$70.00. Contact Hours: 7.5.

**The Holistic Art of Self-Health.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Carol LaRue, OTR/L. Aud: All levels of nursing. This unique course will help you expand personally and professionally, you will increase your knowledge and awareness of the imbalances of illness and disease while learning practical applications, and activities to nurture the seven dimensions of well being and recognize the connection between mind, body and spirit. This course is available on-line or by text book. Fee: \$65.00. Contact Hours: 6.0.

**Superachievers and Coping Strategies.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Judy Zinn, ACSW. Aud: All levels of nursing. This course will provide strategies needed to manage professional responsibilities without suffering the debilitating effects of perfectionism. Fee: \$35.00. Contact Hours: 2.4.

**Tick-Borne Diseases in the United States.** Spon: Professional Continuing Education, Inc., PO Box 8528, Prairie Village, KS 66208. Contact: Ruthanne Schroeder at www.healthcare-pce.com, 913-341-5627. Fac: Christine Kerns, BA, RN. The incidence of Tick-Borne Disease has skyrocketed, learn the reasons for this increase and the identifying signs and symptoms and treatment approaches. Fee: \$25.00. Contact Hours: 2.0.