

# NURSING

Summer 2008

# Perspectives



Published by the Tennessee Center for Nursing on behalf of the Tennessee Board of Nursing



## GOVERNOR PROCLAIMS NURSES WEEK IN TENNESSEE

**IN THIS ISSUE:** CLINICAL NURSE LEADER™ PROGRAMS IN TENNESSEE • BASICS OF ADDICTIONS: AN ONLINE TRAINING PROGRAM • TCPS®: REACHING ACROSS TENNESSEE AND BEYOND

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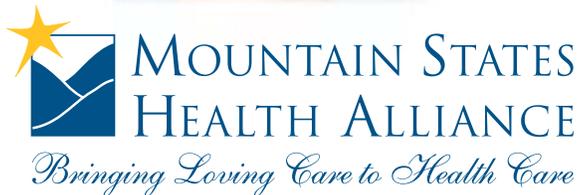
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## SUBSCRIPTIONS

Each new issue of Nursing Perspectives is available for viewing on the Tennessee Board of Nursing and the Tennessee Center for Nursing websites. To request that a future issue be mailed to you contact the Tennessee Center for Nursing at [info@centerfor-nursing.org](mailto:info@centerfor-nursing.org).

*Nursing Perspectives* circulation includes over 100,000 licensed nurses, nursing students, and licensed health care facilities in Tennessee.

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## MESSAGE FROM THE TENNESSEE BOARD OF NURSING

FROM THE  
of the EXECUTIVE DIRECTOR  
DESK

Elizabeth J. Lund, MSN, RN  
Executive Director  
Tennessee Board of Nursing

### To contact the Tennessee State Board of Nursing:

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Late Friday afternoon, gray April day, rain and cold in the forecast, visions of author Charlotte Bronte's Jane Eyre and a mug of tea fireside intrude on the writing task at hand. What does the young orphan Jane Eyre have to tell us about nursing regulation? As many of you readers of classic novels (and classic movie viewers) recall, Jane is kicked out of Aunt Reed's home and sent to Lowood, a charity institute for young women. There in an almost unimaginably inhospitable environment, young Jane finds a teacher, Miss Maria Temple, and a classmate, Helen Burns, who demonstrate compassion and teach her not only the knowledge and skills, but the qualities important to thrive in any environment. This spring issue focuses on nursing education. We are all teachers every day no matter our place of employment. Though our environment is unlikely to be as harsh as Lowood Institute, nevertheless, it offers opportunity to reach out to students, new employees, coworkers and patients...and make a difference.

This issue of *Nursing Perspectives* presents the annual opportunity to highlight data collected from board approved schools of nursing as well as

results from the National Council Licensure Examination (NCLEX®). Why is this important? First, in order to operate in the state, all schools of nursing, whether on ground or online, must be approved each year by the board. To be eligible for licensure in the state, the applicant must have completed a program of study in a board approved school of nursing. Potential nursing students have available online a list of Tennessee approved schools and links to sister Board of Nursing Web site school lists.

In the interest of public safety, the board uses the data assembled to make decisions on the approval status of schools. As evidenced by the reports covered in this publication, Tennessee schools overall continue to meet and exceed board standards. In fact, in



one measure, that of 2007 NCLEX®-RN pass rate for first time writers, Tennessee ranks #1 among U.S. jurisdictions. As reported last year, Tennessee ranked second for the preceding two years, outranked only by the state of Oregon. It is safe to say that students attending nursing programs in Tennessee continue to receive a quality education that prepares them for licensure and safe practice.

This issue's popular Q & A article responds to questions about education. Read to discover the myth of some popular "urban legends." As the number of nursing programs increases and schools increase enrollment to meet demand for nurses, faculty and facilities struggle to find clinical experiences for students. Remember in your student days the repetitious and time consuming orientations to every new facility—the time that could have been used for clinical education? See how the Tennessee Clinical Placement System and the TCPS Online General Orientation contribute to building education capacity. The Tennessee Professional Assistance Program has gone online...at least its educational outreach is now online. The program, *Basics of Addiction*, is now offered, at no cost, for all. Read how to take advantage of this new service in Mike Harkreader's article.

The spring 2008 issue concerning the potentially dangerous issue of unlicensed practice brought calls from readers who believed the article was written about their experience... and it was not! Again, though a small risk, it is one that may be reduced, if not eliminated, by vigilance. *Nursing Perspectives* magazine is posted on the Board of Nursing Web site for those who wish to revisit an issue.

Thank you for your continued support of this magazine as we work together to keep Tennesseans healthy and safe. •

*Elizabeth J. Lund*



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# STATE OF TENNESSEE PROCLAMATION BY THE GOVERNOR

**WHEREAS**, nursing is Tennessee's largest profession, counting more than 100,000 licensed practical, registered and advanced practice nurses; and

**WHEREAS**, these qualified professionals serve in roles such as direct caregiver, administrator, teacher, policy maker, business owner and consultant in settings such as hospitals, nursing homes, offices, clinics, schools and homes; and

**WHEREAS**, while the scope of practice among categories of nurses may vary, the underlying values of excellence of care, compassion, patient advocacy, safety and professionalism are universal; and

**WHEREAS**, the profession of nursing has been demonstrated to be an indispensable component of the provision of health care and quality of care; and

**WHEREAS**, the demand for nursing services continues to grow due to the aging and growth of Tennessee's population, the continuing expansion of life-saving and life-sustaining technology, and the growth of home health care services; and

**WHEREAS**, the more qualified nurses will be needed in the future to meet the increasingly complex needs of health care consumers in the State of Tennessee; and

**WHEREAS**, the week of May 6 – May 12 has been designated as National Nurses Week to recognize the unique and invaluable role nurses hold in the wellbeing of our citizens;

**NOW, THEREFORE**, I, Phil Bredesen, Governor of the State of Tennessee, do hereby proclaim the week of May 6 – May 12, 2008, as

## NURSES WEEK

in Tennessee, and urge all citizens of this great state to join me in honoring the nurses who care for all of us, and encourage the residents of Tennessee to celebrate the accomplishments of the nursing profession and its efforts to improve our health care system by showing appreciation of Tennessee's nurses not just during this week, but at every opportunity throughout the year.



**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the official seal of the State of Tennessee to be affixed at Nashville on this 25th day of April, 2008.

Governor

Secretary of State

# frequently asked questions

## EDUCATION

**Q: I am a licensed practical nurse who is interested in pursuing my education with the goal of becoming a registered nurse. Where do I find information about nursing programs in Tennessee?**

**A:** The easy way to find a list of Tennessee Board of Nursing approved schools is to go to the Board's Web site and view and/or download the list. The list contains address and contact information. Contact the school for information such as admission requirements, waiting lists, tuition and fees. Best wishes!

**Q: Does the Board of Nursing rank schools of nursing? I want to attend the best school.**

**A:** The Board does not rank schools. Schools are categorized as having initial approval, full approval or conditional approval. A school may not operate without Board approval. Many factors enter into a decision when choosing a school. Among the factors you may want to evaluate are cost, convenience, degree/diploma offered, curriculum, student services available, clinical facilities used, classroom facilities, helpfulness of faculty/staff and distance education opportunities. There is information posted giving each school's pass rate on NCLEX for first time writers.

**Q: The school that most interests me is on initial approval. What does this mean?**

**A:** Tennessee rules define initial approval as an approval granted by the Board to a new school that has not been in operation long enough to graduate its first class but one that demonstrates its eligibility for full approval.

**Q: Oops, my alma mater is on conditional approval. What does this mean?**

**A:** By definition, Board of Nursing rules define conditional approval as that approval accorded a school which has failed to maintain minimum standards. A school on conditional approval is considered an approved school.

**Q: I have been told I need to attend an accredited nursing program. What is the differ-**

**ence between accreditation and approval?**

**A:** The U.S. Department of Education recognizes both the National League for Nursing Accrediting Commission (NLNAC) and the Commission on Collegiate Nursing Education (CCNE) as accrediting agencies for nursing education. Accreditation is a voluntary, self-regulatory process to improve quality for the best interests of the public. Approval is a state mandated (Nurse Practice Act) requirement for schools of nursing to operate in Tennessee. Completion of a Board of Nursing approved school of nursing is a requirement for licensure as either a registered or practical nurse in Tennessee.

**Q: I have heard that nursing faculty today "teach to the NCLEX," thus rendering the exam less valid. Is this true?**

**A:** This is inaccurate information and does not reflect the psychometric process for demonstrating reliability and validity. The NCLEX is based on a practice analysis that is conducted every three years and on the nurse practice acts in all 59 jurisdictions. The fact that faculty members might "teach to the NCLEX" has no relation to the validity of the exam. (NCSBN)

**Q: Should nursing faculty not "teach to the NCLEX"?**

**A:** Faculty should not teach solely to the NCLEX or focus their teaching strategies on a single performance measure. However, the NCLEX is based upon an analysis of entry level practice, and it would stand to reason that faculty should teach content related to those areas on the test plan. (NCSBN)

**Q: As an employer of new graduates, what resources does the Board provide to help guide the student through the NCLEX testing process?**

**A:** Each applicant for NCLEX receives a candidate bulletin prepared by Pearson VUE (NCLEX vendor) which details the testing process. Also, information may be found at [www.ncsbn.org](http://www.ncsbn.org). The Board of Nursing provides the nursing program with appli-

cations, instructions and candidate bulletins prior to graduation. The school of nursing assists its students with the application process.

**Q: My new graduate employee has passed NCLEX but has not received her license. May she begin practice as a licensed nurse?**

**A:** The new graduate may not begin practice as a licensed nurse until the license has been issued by the Board. To confirm that the license has been issued and to verify the expiration date, use either the telephone verification system (1-800-778-4123) or the internet verification system ([Tennessee.gov/health](http://Tennessee.gov/health)).

**Q: Is it true that as an LPN with ten or more years experience I am eligible to take NCLEX-RN?**

**A:** No. This is a myth that circulates periodically. To be eligible to take NCLEX-RN, the applicant must be a graduate of an approved professional (RN) school of nursing. Similarly, the applicant for NCLEX-PN must be a graduate of an approved practical nursing program.

**Q: I did not pass NCLEX-RN. May I take NCLEX-PN and be licensed as a licensed practical nurse?**

**A:** No. To be eligible for licensure by examination as a practical nurse, the applicant must be a graduate of an approved school of practical nursing. Education in a registered nurse program does not meet the criteria for licensure. •

### TENNESSEE BOARD OF NURSING CONTACT INFORMATION AT A GLANCE

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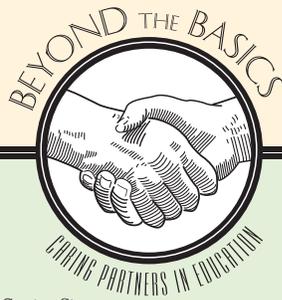
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*From Silence to Voice: Putting Nursing Center Stage*

Bernice Buresh is a journalist, and international lecturer, and co-author, with Suzanne Gordon, of the award-winning book, *From Silence to Voice: What Nurses Know and Must Communicate to the Public* which received Book of the Year award from the American Journal of Nursing.

**October 9, 2008 - Dr. Brian Bonfardin**

*"Hillbillies, Hicks and Backwoods People: Issues Unique to Health Services in Appalachia."*

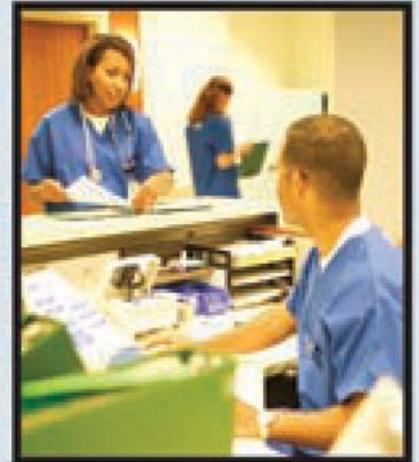
Brian Bonfardin is a board-certified psychiatrist and neurologist engaging in private practice, medical director for Mountain Home Veterans Administration, and disability consultant for Frontier Health.

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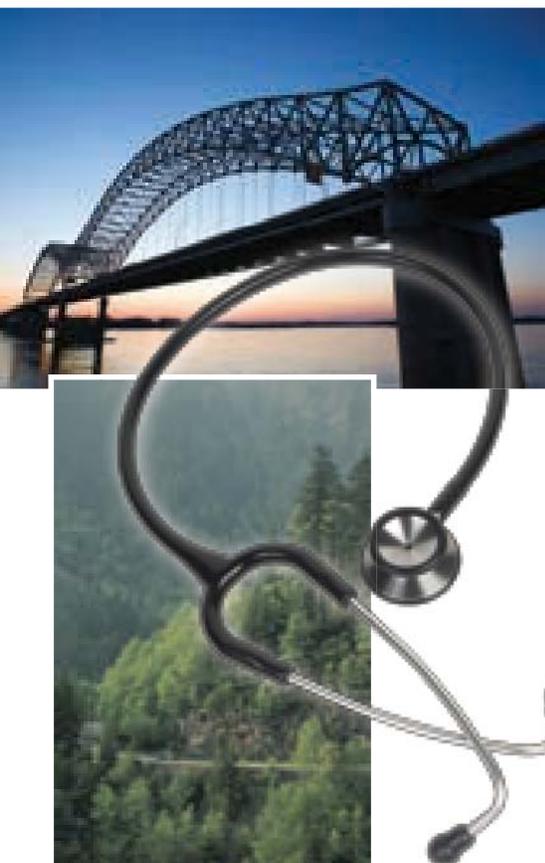
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# TCPS<sup>®</sup>: REACHING ACROSS TENNESSEE and *beyond!*

The Tennessee Clinical Placement System or TCPS<sup>®</sup> is striving to build healthcare education capacity as one step toward curing the nursing shortage crisis facing not only Tennessee, but the nation. As the Tennessee Center for Nursing convened the initial clinical placement partners in 2005 for the Middle Tennessee region, four major barriers to the clinical placement of students in healthcare settings were identified: (1) knowledge about open placements; (2) time required to secure placements; (3) redundant clinical requirements and orientation content, and (4) time required to orient multiple student groups to a specific facility. The outcome of the work of these leaders was the development of the TCPS<sup>®</sup>, which today consists of an online database of clinical placements, a standardized online general orientation program, and a multifaceted evaluation program to monitor the outcomes of the solutions.

During this past year, much progress has been made in further developing the TCPS<sup>®</sup> and expanding its solutions other areas of the state. Highlights include:

- Through the use of the TCPS<sup>®</sup>, additional open placements have been identified and are now in use in both the mid-state and Memphis areas. As of March 2008, the online database currently has 5780 listed clinical placements with just over 4100 of these listed as OPEN. These open placements represent a variety of teaching/learning opportunities for schools of nursing, including day, evening, and preceptor placements. The database may be searched for a specific type of placement and requests made with the click of a mouse. Placement confirmation times have dropped from approximately 16 days to two working days since the implementation of the online solution.
- Over 3550 students and faculty from Tennessee and Northeast Florida have utilized the TCPS<sup>®</sup> Online General Orientation during this academic year to date and are applauding the concept. Facility educators report less time being spent on redundant student orientations and are working to implement additional online components to further streamline the orientation process. Students are excited with the flexibility that the online content provides, allowing them to choose when and where they complete this requirement.
- Enhancements to the Online Orientation and expansion of the project to other regions of the state have been partly funded through a Robert Wood Johnson, Partners investing in Nursing Grant. Orientation Enhancements for academic year 2008-2009 include key content additions in the areas of infection control and patient safety as well as the creation of a second set of simulations where



student nurses can apply the orientation content to typical situations they may face in practice. This format of teaching/learning promotes the development of critical thinking and decision-making skills. The two sets of simulations will be rotated each year to provide new content to students during the two years students are typically in the clinical component of their program of study.

- Much of the Middle and West Tennessee regions are now utilizing TCPS®, with many requests coming from the fringe areas of the region, including schools and facilities from our surrounding states. We currently have partners in Kentucky and expect partners from Arkansas and Mississippi for academic year 2008-2009.
- In developing networks between regional partners, TCPS® has identified the need to support and network rural and community healthcare facilities. Many of these rural facilities have excellent learning opportunities for students, but the lack of faculty prevents students from accessing these clinical placements. Additional research and exploration of faculty extenders in these areas could open additional placements for students as well as create an employment stream for these facilities. More work is planned to better connect these areas during the coming months.
- This fall, Southeast Tennessee will move

toward becoming the third active region of the state using TCPS® as Erlanger Medical Center in Chattanooga has taken a leadership role in exploring options for bringing the TCPS® solutions to the area.

- Outcome data is currently being compiled for analysis to establish quality benchmarks and identify capacity growth. The Colorado Center for Nursing Excellence has partnered with the TCN and is using the TCPS® evaluation solution to track and monitor capacity and productivity enhancement through the use of the online clinical placement database and related workflow.
- TCPS® utilizes The Oregon Center for Nursing's StudentMax software as the foundation for the online data repository of clinical placements. This summer, we will be migrating to the third version of this software (SM3) which will greatly enhance the search and workflow components of the solution. Included in this upgrade is the ability to clearly track placements by program type, i.e. nursing, radiology, physical therapy, which has the potential to extend the functionality of this solution to other disciplines.
- A pilot project with Allied Health Schools is being planned for the fall of 2008 to evaluate if the online clinical placement model can be an effective tool for facilitating placements for allied health students in clinical settings.

Today, the TCPS® consists of an online database of clinical placements, a standardized online general orientation program, and a multifaceted evaluation program to monitor the outcomes of the solutions.

While the TCPS® solutions have met with great success within Tennessee, we are also impacting other areas of the country! Due to many opportunities to present the work of the TCPS® across the nation, many other states and regions have contacted the TCN expressing interest in using the online orientation and evaluation solutions offered by the TCPS®. As already mentioned, the Northeast region of Florida (Jacksonville area) and the Colorado Center for Nursing Excellence have partnered with the TCN and are now using the TCPS® solutions. Others are actively pursuing demonstrations and information for potential implementation by fall '08. Building these partnerships with other regions of the country further contributes to the sustainability and future enhancement of the TCPS® while offering the opportunity to benchmark and share information across the country. •

*More information can be found at <http://tcn-tcps.org>.*

*For questions or more information, contact Pam Taylor, TCPS Program Director, at [Pam.Taylor@cyberhealthcaresolutions.com](mailto:Pam.Taylor@cyberhealthcaresolutions.com) or Ann Duncan, TCN Executive Director, at [Ann@centerfornursing.org](mailto:Ann@centerfornursing.org).*

# *Transforming care at the Bedside...*

## **Brittany, RN**

I'm an RN at the Johnson City Medical Center Emergency Department. I became a nurse to make a difference in health care. I love the emergency department staff I work with. They truly emulate the concept of teamwork. They're always there when I need an extra hand. My favorite thing about being a nurse is the ability to make a difficult situation for someone a little bit easier. That's why I became a nurse – to make a difference.



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## **Donna, Clinical Leader**

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Johnson City Medical Center has been selected by the American Organization of Nurse Executives as one of 68 hospitals nationwide to share in a \$1 million grant from the Robert Wood Johnson Foundation to participate in a two-year project entitled Transforming Care at the Bedside.

The grant will finance a national project at JCMC designed to involve their nurses in testing new strategies to improve quality and safety of patient care on medical and surgical units, to increase the vitality and retention of nurses, to further develop nurse manager leadership skills and to improve the effectiveness of the entire care team. The results will be implemented in all nursing and patient care areas in Mountain States Health Alliance.



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# basics of addiction: an online training program

By Mike Harkreader, MS, RN • Executive Director, Tennessee Professional Assistance Program

The online presentation promotes an understanding of chemical addiction, the recovery process, identification and treatment of chemical, psychological and physiological impairments and the role of TnPAP.

In a previous article for *Nursing Perspectives* (Spring 2007), I pointed out that many healthcare professionals do not have a solid understanding of the disease of addiction and the ramifications this problem has on the delivery of health care. With approximately 10 percent of the population struggling with addictive disorders, it's essential that practitioners are aware of the progressive nature of the disease and the effects it has on one's physical and emotional well being.

Drug and alcohol addiction effects anywhere from 10 to 15 percent of the licensed nurses in the state of Tennessee. It's essential that these nurses are identified during the early stages of the disease process so that successful treatment can occur before the disease progresses to a point where the chances of recovery are reduced.

One of the major challenges that educators struggle with in our schools of nursing is finding the time in a crowded curricula to adequately address the complexities of the disease of addiction. There sim-

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ply is not enough time in the typical program to address the incredible amount of content that a nursing student must master in a short time frame. It's also very difficult for hospitals and other health care facilities to find the time to bring their staff together for in-service educational purposes.

The Tennessee Professional Assistance Program realized that educating nurses and student nurses in the traditional methods of on-site presentations would be limited and that it was essential to explore alternative instructive methods. Hence, TnPAP partnered with Affinity On line Solutions to develop an online training program to meet this identified need.

The program is titled *Basics of Addiction* and is offered at no cost to anyone who wishes to register. The course can be accessed by going to: <https://www.aosintl.com/tnpap>.

The advantages to employers and instructors include:

- **Time Flexibility** - No more having to spend hours checking calendars and planning a gathering of people.
- **Geographic flexibility** - Employees and students no longer have to be in any particular location to hear someone speak.
- **Documentation of Completion** - At the conclusion of the course, a certificate of completion may be printed.

The online presentation promotes an understanding of chemical addiction, the recovery process, identification and treatment of chemical, psychological and physiological impairments and the role of TnPAP. The course will take approximately 50 minutes to complete, based upon the person's understanding of the training material and reading ability. A knowledge retention test is offered at the conclusion of the material.

TnPAP has recently added another method to report an impaired practitioner. In addition to the traditional method of placing a phone call to our offices during working hours, one can now report someone by going to the TnPAP Web page at [www.tnpap.org](http://www.tnpap.org) and completing and submitting the form. •



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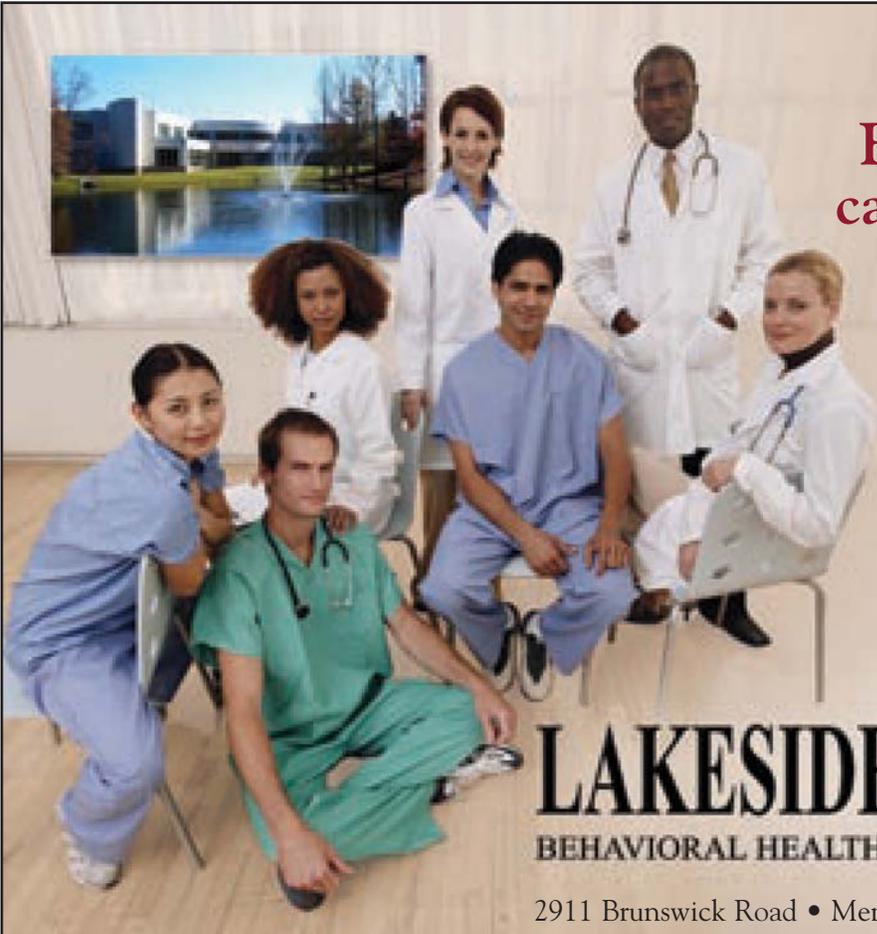
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# Clinical Nurse Leader™ PROGRAMS IN TENNESSEE

The American Association of Colleges of Nursing, in collaboration with other health care organizations, has proposed a new Clinical Nurse Leader (CNL) role to address today's complex client care needs and challenging health care delivery environment. The Institute of Medicine (IOM) studies estimate that nationally somewhere between 44,000 and 98,000 people die each year as a result of medical errors. Their



report, *Crossing the Quality Chasm*, calls on all health care organizations and professional groups to promote health care that is safe, effective, client-centered, timely, efficient, and equitable. The IOM's follow-up report from the Committee on Health Professions Education, *Health Professions*

*Education: A Bridge to Quality*, recommends that all health professionals be educated to deliver patient-centered care as members of an interdisciplinary team, emphasizing evidence-based practice, quality improvement approaches, and informatics. From the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) report *Health Care at the Crossroads: Strategies for Addressing the Evolving Nursing Crisis* comes recommendations for transforming the workplace, aligning nursing education and clinical experience and providing financial incentives for health care organizations to invest in high quality nursing care. Lastly, the American Hospital Association (AHA) Commission on Workforce for Hospitals and Health Systems report, *In Our Hands: How Hospital Leaders Can Build a Thriving Workforce*, recommend designing health care to center on clients and collaborating with professional associations and educational institutions to attract and prepare new health professionals.<sup>1</sup>

Tennessee and the Nation are facing an unparalleled nursing shortage. "While there is ample evidence for the need to produce many more nurses to meet the pressing health care need of society, this is not just a matter of increasing the volume of the nursing workforce."<sup>ii</sup> The nursing profession must produce quality graduates who will deliver bedside care in complex situations and will oversee the care coordination of a distinct group of patients. The CNL puts evidence-based practice into action to ensure that patients benefit from the latest care innovations. The CNL collects and evaluates patient outcomes, assesses cohort risk, and has the decision-making authority to change care plans when necessary. The CNL functions as part of an interdisciplinary team by communicating, planning, and implementing care directly with other health care professionals, including physicians, pharmacists, social workers, clinical nurse specialists and nurse practitioners. The CNL role is not administrative or managerial. The CNL is a leader in the health care delivery system in all settings in which health care is delivered, not just the acute care setting. Implementation of this role will vary across settings.

Clinical Nurse Leader™ educational programs are being developed to prepare graduates for these responsibilities. In Tennessee, the three schools that have developed CNL™ programs are East Tennessee State University College of Nursing, University of Tennessee Health Science Center College of Nursing, and Vanderbilt University School of Nursing.

In July 2007 the College of Nursing at East Tennessee State University initiated the CNL™ option within the MSN program. The program

focuses on further preparation of the expert nurse clinician to significantly improve patient care outcomes through evidence-based nursing practice, risk analysis and quality management, systems management, and decreased fragmentation of patient care. Working in collaboration with health care agencies throughout the northeast region, the CNL program provides an opportunity to further address the challenges inherent in providing high quality, cost effective patient care within an ever-changing healthcare environment.

In June 2006 the University of Tennessee Health Science Center College Of Nursing offered the Clinical Nurse Leader (CNL™) master's option for registered nurses who graduated from the CNL™ program in May 2007. Based on experiences with the post-BSN CNL™ program and national data, the decision was made that the most appropriate professional entry for UTHSC and community was the CNL™ master's professional entry program. The Tennessee Board of Nursing has approved the letter of intent and application for initial approval of the Professional Entry Master's CNL™ program. The College is currently recruiting individuals with a minimum of a bachelor's degree in a non nursing field for the program that will begin in July 2009. The professional entry master's CNL™ program is the first professional degree in nursing. It provides the basis for professional practice as a generalist Registered Nurse and the foundation for advanced practice graduate preparation in nursing. The program's AACN CNL practice partners in Memphis include Methodist Healthcare and Veterans Administration Medical Center.

The Vanderbilt University CNL™ program was launched in 2004 as a part of the Clinical Management Program. This program is an innovative and highly individualized, broad-based curriculum that prepares nurses to function as clinical system experts who can design, coordinate, provide and manage care of acutely ill patients and their families. Graduates have the skills and knowledge necessary to function as clinical nurse experts across the healthcare enterprise. Students may choose either the clinical nurse leader or the clinical nurse specialist track. They will have an expert clinical care preceptorship

designed to meet eligibility for national Clinical Nurse Specialist certification or Clinical Nurse Leader certification.

The curriculum foundation is the Vanderbilt University School of Nursing MSN core of courses that delve into the themes and competencies that form the basis of graduate nursing education including advanced health assessment, pathophysiology, and pharmacology. Clinical coursework includes specialty courses in either medical/surgical or pediatrics. Students may

also choose to focus on a subspecialty area such as palliative care, hematology, oncology, renal, cardiovascular, or others of their choosing.

Further information about the role of Clinical Nurse Leaders and CNL™ programs can be found at the American Association of Colleges of Nursing website: [www.aacn.nche.edu](http://www.aacn.nche.edu). •

<sup>1</sup>AACN. (February 2007). White Paper on the Education and Role of the Clinical Nurse Leader™. [www.aacn.nche.edu](http://www.aacn.nche.edu).

<sup>ii</sup>AACN. (2007)



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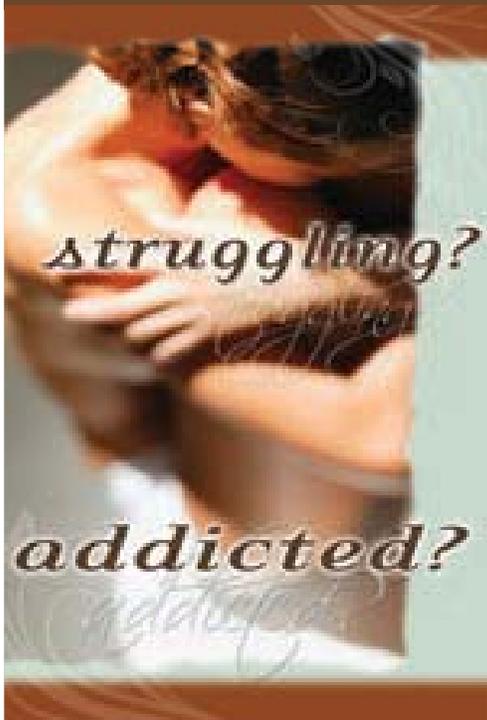
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Legend:

- (I) **Initial Approval** – “Initial approval is granted a new school that has not been in operation long enough to graduate its first class but demonstrates its eligibility for full approval.” Rules and Regulations of Registered Nurses, Chapter 1000-1-.05 (4)(a)
- (C) **Conditional Approval** – “Conditional approval is accorded a school which has failed to maintain minimum standards of the board...” Rules and Regulations of Registered Nurses, Chapter 1000-1-.05 (4)(c)
- (O) **Online option available**

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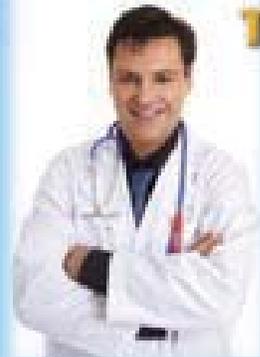
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# SCHOOLS enrollment

School enrollments for the year 2007 reflect an increase in both RN schools and PN schools. As of October 15, 2007, the number of students enrolled in basic programs for initial licensure as an RN was 7, 403. The PN schools in 2007 had a total enrollment of 1,715. The enrollment in professional schools leading to initial licensure reflects a 2.7 percent increase over 2006. Practical nursing programs data reflect 1.2 percent increase in enrollment data from 2006. The following tables provide specific data for enrollments in all programs.

## TENNESSEE PROFESSIONAL SCHOOLS OF NURSING CURRENT ENROLLMENT FALL 2007

Schools	TE	FT	PT	YEAR			YEARS		
				1	2	LPN-RN	2005	2006	2007
<b>ASSOCIATE DEGREE</b>									
1. Aquinas College*	216	42	174	121	95	1	218	223	216
2. Chattanooga State Technical CC	256	256	0	134	122	15	248	256	256
3. Cleveland State CC	149	149	0	88	61	9	158	137	149
4. Columbia State CC	300	300	0	170	130	0	312	268	300
5. Dyersburg State CC	144	32	112	101	43	34	118	110	144
6. Freed-Hardeman University	46	43	3	28	18	0	0	22	46
7. Jackson State CC	344	344	0	162	182	73	289	333	344
8. Lincoln Memorial University**	353	254	99	167	186	16	414	394	353
9. Motlow State CC	123	25	98	68	55	1	129	137	123
10. Northeast State Technical CC	34	10	24	34	0	1	0	0	34
11. Roane State CC	261	164	97	160	101	17	231	267	267
12. Southern Adventist University**	198	182	16	105	93	2	197	206	198
13. Southwest Tennessee CC	210	181	29	110	100	11	235	222	210
14. Tennessee State University	224	224	0	116	108	26	210	213	224
15. Walters State CC	282	78	204	122	160	31	280	298	282
<b>TOTAL</b>	<b>3140</b>	<b>2284</b>	<b>856</b>	<b>1686</b>	<b>1454</b>	<b>237</b>	<b>3039</b>	<b>3086</b>	<b>3146</b>

Schools	TE	TBS	FT	PT	ACCEL BSN	LPN BSN	RN BSN	Totals		
								2005	2006	2007
<b>BACCALAUREATE DEGREE</b>										
1. Austin Peay State University	283	263	263	20	0	0	20	227	220	283
2. Baptist Memorial College	337	316	222	115	0	8	13	655	605	337
3. Belmont University	326	295	312	25	31	0	11	261	275	326
4. Bethel College	62	61	62	1	0	1	0		61	62
5. Carson Newman College	165	163	165	0		2	0	107	138	165
6. Cumberland University	141	104	139	2	35	0	2	162	153	141
7. East Tennessee State University	586	404	491	95	64	15	103	505	490	586
8. Fisk University	10	10	10	0	0	0	0	0	6	10
9. King College	312	96	312	0	0	0	216	220	286	312
10. Lipscomb University	71	71	68	3	0	0	0	30	66	71
11. Martin Methodist College	20	20	20	0	0	0	0	0	10	20

12. Middle Tennessee State University	397	270	270	127	0	5	122	330	395	397
13. Milligan College	59	58	59	0	0	1	0	38	55	59
14. South College	51	51	51	0	0	0	0	41	46	51
15. Tennessee State University	112	110	112	0	0	0	2	124	109	112
16. Tennessee Technological University	124	116	117	7	0	0	8	99	103	124
17. Tennessee Wesleyan College	99	94	94	5	0	0	6	92	99	99
18. Trevecca University	14	14	14	0	0	0	0	0	4	14
19. Union University	261	64	130	131	66	0	131	272	285	261
20. University of Memphis	467	428	392	75	6	0	33	398	441	467
20. University of TN at Chattanooga	162	127	127	35	0	0	35	157	157	162
21. University of TN at Knoxville	247	230	219	28	0	0	17	251	242	247
22. University of TN at Martin	168	119	131	37	0	0	49	132	165	168
23. University of TN Health Science Center	138	136	133	5	0	0	2	71	105	138
<b>TOTAL</b>	<b>4612</b>	<b>3620</b>	<b>3913</b>	<b>711</b>	<b>202</b>	<b>32</b>	<b>770</b>	<b>4172</b>	<b>4516</b>	<b>4612</b>

#### BACCALAUREATE DEGREE (RN'S only)

1. Aquinas College	18	0	0	18	0	0	18	19	13	18
2. Lincoln Memorial University	44	0	31	13	0	0	44	24	28	44
3. Southern Adventist University	78	0	47	31	0	0	78	65	66	78
4. University of Phoenix	10	0	10	0	0	0	10	5	11	10
<b>TOTAL</b>	<b>150</b>	<b>0</b>	<b>79</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>150</b>	<b>113</b>	<b>118</b>	<b>150</b>

Schools	TE	FT	PT	2005	2006	2007
<b>GRADUATE PROGRAMS</b>						
1. Austin Peay State University*	62	6	56	40	31	62
2. Belmont University	23	17	6	12	13	23
3. Carson Newman College	35	24	11	28	31	35
4. East Tennessee State University	133	74	59	101	104	133
5. King College	35	35	0		15	35
6. Lincoln Memorial University	17	14	3		10	17
7. Middle Tennessee State University*	77	0	77	38	54	77
8. Middle Tennessee School of Anesthesia	210	210	0			210
9. Southern Adventist University	60	22	38	56	60	60
10. Tennessee State University	133	18	115	45	103	133
11. Tennessee Technological University*	26	7	19	19	27	26
12. Union University	92	92	0	21	53	92
13. University of Memphis	156	139	17	116	124	156
14. University of TN at Chattanooga	91	49	42	84	99	91
15. University of TN at Knoxville	110	62	48	93	95	110
16. University of TN Health Science Center	101	101	0	102	109	101
17. Vanderbilt University	320	140	180	190	255	320
<b>Total</b>	<b>1681</b>	<b>1010</b>	<b>671</b>	<b>945</b>	<b>1183</b>	<b>1681</b>

\*Regents Online Degree Program (RODP) only

#### MASTERS FOR INITIAL LICENSURE

1. University of TN at Knoxville	40	38	2	51	44	40
2. Vanderbilt University	269	218	51	321	299	269
<b>Total</b>	<b>309</b>	<b>256</b>	<b>28</b>	<b>372</b>	<b>343</b>	<b>309</b>

# NCLEX® examination PASS RATES

The tables below reflect the consistent performance over time by graduates of Tennessee RN and PN schools with licensure examination pass rates that exceeded the national average. Writers of NCLEX® - RN achieved a remarkable 91.98 percent pass rate with 2,467 of the 2,682 passing the examination on first try in 2007. First time writers of the NCLEX® - PN notably achieved a 93.2 percent pass rate with 1,305 of the 1,399 candidates passing the examination as first time writers. These results speak to the quality of nursing education in Tennessee.

## TENNESSEE PROFESSIONAL SCHOOLS OF NURSING TENNESSEE NATIONAL COUNCIL LICENSURE EXAMINATION RESULTS BY YEAR AND SCHOOL

Schools	2005			2006			2007		
	NO.	PASS	%PASS	NO.	PASS	%PASS	NO.	PASS	%PASS
<b>DIPLOMA</b>									
1. Methodist Hospital	73	72	99	14	12	86			
SUBTOTAL	73	72	99	14	12	86	closed		
<b>ASSOCIATE DEGREE</b>									
1. Aquinas College	52	44	85	92	78	85	94	80	85
2. Chattanooga State Com. College	91	87	96	86	85	99	135	131	97
3. Cleveland State Com. College	45	40	83	46	45	98	42	39	93
4. Columbia State Com. College	129	119	92	137	118	86	90	86	96
5. Dyersburg State Com. College	58	56	97	62	57	92	42	37	88
6. Jackson State Com. College	84	77	92	122	116	95	115	109	95
7. Lincoln Memorial University	126	110	87	136	106	78	137	101	74
8. Motlow State Com. College	37	36	97	51	49	96	54	51	94
9. Roane State Com. College	109	102	94	78	75	96	121	111	92
10. Southern Adventist University	79	72	91	85	85	100	108	104	96
11. Southwest Tennessee Com. College	89	84	94	78	75	96	77	75	97
12. Tennessee State University	97	93	96	86	83	97	88	78	89
13. Walters State Com. College	117	111	95	132	129	98	140	133	95
SUBTOTAL	1113	1031	92.6	1191	1101	92.4	1243	1135	91.3
<b>BACCALAUREATE DEGREE</b>									
1. Austin Peay State University	64	60	94	80	68	85	86	72	84
2. Baptist Memorial College	100	93	93	145	136	94	111	107	96
3. Belmont University	69	65	94	78	78	100	63	62	98
4. Bethel College							14	10	71
5. Carson Newman College	24	19	79	33	31	94	55	49	89
6. Cumberland University	47	31	66	70	62	89	70	69	99
7. East Tennessee State University	118	110	93	148	138	93	143	135	94
8. King College	15	10	67	36	30	83	46	42	91
9. Lipscomb University							29	17	59
10. Middle Tennessee State University	74	70	95	80	76	95	89	79	89
11. Milligan College	6	5	83	10	10	100	22	21	95
12. South College				16	11	69	20	15	75
13. Tennessee State University	29	23	79	27	21	78	37	35	95

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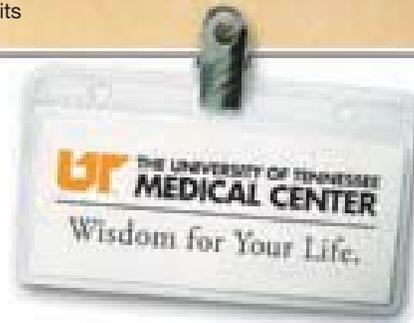
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# disciplinary actions

The Board of Nursing's authority for imposing disciplinary action derives from the Nurse Practice Act (Title 63–7-115). The Board has the power to deny, revoke or suspend any certificate or license to practice nursing or to otherwise discipline a license upon proof that the person violated one or more provisions of the law and rules. Revocation is the most severe form of discipline. Once the license is revoked, the individual may not practice nursing until such time that the license is reinstated. Suspension of a license is usually time limited. The individual may not practice nursing until the suspension is lifted. Lifting of suspension of a license may occur automatically after a set period of time, or, more typically, the individual is required to meet prescribed requirements prior to suspension being lifted. Probation of a license means the nurse retains the license but usually has restrictions on the license, such as maintaining a contract with the Professional Assistance Program. A reprimand is a formal disciplinary action that spells out the Board's concern about the violation but does not limit the licensee's practice. Civil penalties, or fines, are monetary penalties that the Board may prescribe alone or in conjunction with other disciplinary action against the license. Assessment of costs requires the respondent of the disciplinary action to pay for the cost of prosecution.

Since the last report of discipline in the summer 2007 issue of Nursing Perspectives, the following nurses have been disciplined. To view the specific orders against an individual nurse, go to verification at <http://health.state.tn.us/licensing>.

NAME	LICENSE NUMBER	DISCIPLINARY ACTION
<b>MAY 2007</b>		
1. Tammy M. Bittner	RN 143712	Revoked
2. Christie Bennett Camper	LPN 51763	Revoked
3. Christy L. Carter	VA LPN	Revoked
4. Deborah E. Evans	LPN 25871	Suspended/Probation
5. Daniel J. Fisher	RN 117518	Revoked
6. Lynda G. Fritts	LPN 49215	Revoked
7. Gary T. Garrett	RN 110095 APN 10794	Revoked
8. Adonica M. Ginger	LPN 62899	Suspended/Probation
9. Heidi Haralson	RN 146744	Revoked
10. Regina Isley	LPN 57858	Suspended/Probation
11. Elizabeth Maness	LPN 50202	Suspended/Probation
12. Sonia Katherine McCarter	RN 82638	Suspended/Probation
13. Brenda Olmstead	RN 123927	Suspended/Probation
14. Monique C. Terella	RN 132714	Probation
15. Angela D. Townes	LPN 44948	Revoked
16. Laura Thompson Vita	RN 109648	Revoked
17. William Clark Vowan	RN 112804	Revoked
18. Marie C. Wagner	RN 67449	Revoked
19. Kimberly L. Watkins a/k/a Kimberly L. Carswell	LPN 48893	Revoked
20. Catherine A. Watson	RN 73634	Probation
<b>JUNE 2007</b>		
1. Leah A. Baines	RN 107566	Revoked
2. Melaine T. Ballard	LPN 59118	Revoked
3. Lee William Branson	LPN 65287	Revoked
4. Leigh Ann Casey	LPN 54738	Probation
5. Patsy A. Coffee	RN 80835	Suspended

6. Wanda L. Dominique	RN 114660	Revoked
7. Angela D. Farrell	RN 129423	Revoked
8. Rebeca D. Glickman	RN 151301	Revoked
9. Christie Y. Hawkins	LPN 54483	Revoked
10. Julia M. Huckaby	RN 97873	Probation
11. Tamra L. Kelly	RN 73139	Revoked
12. Dallas R. Kyle	RN 117308	Revoked
13. Carol L. Little	RN 94009	Revoked
14. Sonya Cassidy Logan	LPN 57416	Revoked
15. Judy J. Lunn	RN 65043	Revoked
16. Kimberly L. Malicoat	LPN 58914	Revoked
17. Christie M. Parrish	LPN 50704	Revoked
18. Debra M. Porras	LPN 29760	Revoked
19. Scott A. Shepherd	RN 133730	Revoked
20. Nancy G. Vantrease	RN 95506	Revoked
21. Carlestia Whatley	LPN 48644	Revoked
22. Jeannie H. Willis	LPN 12435	Revoked
23. Jennifer Yamin	RN 125509	Revoked
<b>JULY 2007</b>		
1. Julie A. Adkins	RN 53044	Probation
2. Cassandra Shae Allen	LPN 62900	Revoked
3. Clemente A. Bell	LPN 51311	Probation
4. Sherrie L. Deaton	RN 53141	Revoked
5. Cynthia J. Henderson	RN 80854	Revoked
6. Daniel D. Hignight, Jr.	APN 10151	Probation
7. Vicki A. Hookey	RN 111013	Suspended/Probation
8. Bonnie Jean Lewallen	LPN 55637	Suspended/Probation
9. Edward D. Massey	APN 6935	Probation
10. Rhonda D. Moretto	LPN 33089	Revoked
11. Jennifer Lynn Paris	LPN 63975	Suspended

12. Richard L. Reagan	LPN 43916	Suspended/Probation
13. Joseph W. Sackett	RN 92806	Revoked
14. Robyn L. Stewart	LPN 57489	Revoked
15. Meredith L. York	RN 137218	Suspended/Probation

**SEPTEMBER 2007**

1. Rita G. Anderson	RN 135440	Revoked
2. Debra A. Atchley-Dale	LPN 41940	Revoked
3. Laura K. Baldwin	RN 145044	Revoked
4. Melissa Dawn Ballard	RN 106647	Suspended/Probation
5. Betty O. Brock	RN 104347	Suspended/Probation
6. Jennifer C. Ballentine	LPN 47535	Suspended/Probation
7. Leroy T. Calfee	RN 150361	Suspended/Probation
8. Jeffrey Chambliss	RN 150723	Suspended/Probation
9. Gary L. Cheatwood	LPN 39783	Suspended/Probation
10. Rebecca E. Clark	APN 6270	Revoked
11. Nancy Aline Daniel	LPN 48006	Revoked
12. Lori L. Dorris	LPN 58994	Suspended/Probation
13. Elizabeth Fike	RN 95419	Reprimand
14. Frances J. Fox	RN 122369	Suspended/Probation
15. Tammy Lee Hammonds	RN 115102	Probation
16. Melinda Henegar	RN 85337	Suspended/Probation
17. Shanna Lee Jones	LPN 64987	Revoked
18. Billie G. Kramer	RN 135771	Revoked
19. Rhonda Anne Latham	RN 122996	Suspended/Probation
20. Cynthia Folks Lester	RN 136415	Revoked
21. Sharon D. McKinney Martin	RN 104145	Revoked
22. Brenda McKnight	RN 89579	Suspended/Probation
23. Tracey Massey	RN 94093	Revoked
24. Carolyn E. Miller	Unlicensed	Revoked
25. Jeannie A. Montgomery	LPN 7184	Revoked
26. Susan D. Murphy	RN 65965	Revoked
27. Carole A. Parsley	RN 80819	Suspended
28. Diane Michelle Plemons	LPN 51960	Revoked
29. Dana R. Porter	RN 110108	Suspended/Probation
30. Catherine Ann Ridender	LPN 48342	Revoked
31. Robert L. Richey	APN 8660	Revoked
32. Deborah D. Robertson	RN 104616	Revoked
33. Amber Brooke Burleson Rollins	LPN 67685	Probation
34. Tara L. Reich Scarborough	RN 150506	Revoked
35. Lela E. Martin Shoemake	LPN 34848	Revoked
36. Keyerra Laura Steele	RN 138609	Probation
37. Shalonda Terese Taylor	RN 140487	Revoked
38. Kimberly D. Thompson	LPN 43026	Suspended/Probation
39. Barbara L. Vines	RN 119634	Reprimanded
40. Shana Warren Weems	RN 119514	Suspended/Probation
41. Maria D. Welch	RN 95263	Suspended/Probation
42. Donna F. Wheeler	LPN 41712	Revoked

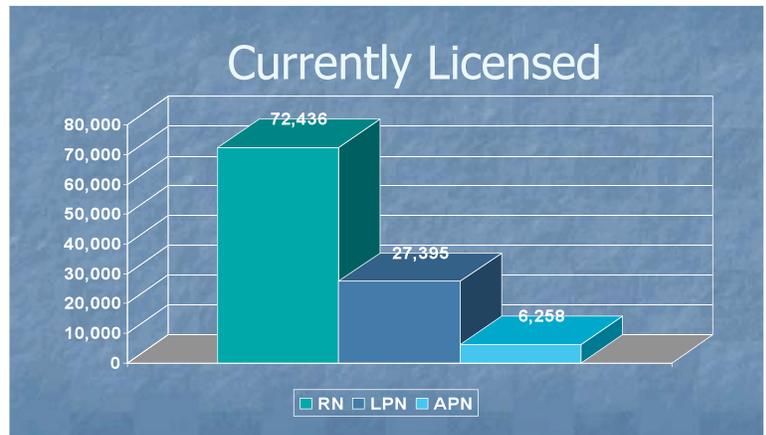
**OCTOBER 2007**

1. Kelly Thompson Hall	RN 104749	Probation
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**DECEMBER 2007**

1. Beatrice E. Adewoye	LPN 58450	Reprimanded
2. Gerri Hejl Adkins	RN 107494	Probation
3. Cynthia Ollis Barker	LPN 44941	Suspended/Probation
4. Sandra Y. Byrd	RN 57007	Suspended/Probation
5. Diana L. DeMange	RN 134727	Probation

6. Sheila R. Foxworth	LPN 57431	Probation
7. Betty L. Goodwin	RN 73455	Probation
8. Maureen Green	RN 113360	Suspended/Probation
9. Julie Denise Hardin	LPN 55504	Probation
10. Valerie Jean Jones	Unlicensed	Fine \$2,000.00
11. Ann Lynette Lloyd	LPN 40592	Suspended/Probation
12. Amy Lynn Norris	RN 127992	Revoked
13. Elizabeth D. Rainwater	RN 138079	Suspended/Probation
14. Janice E. Reasons	RN 77294	Probation
15. Chastity A. Sanders	RN 138293	Revoked
16. Stephanie Linna Snowberger	LPN 51924	Suspended/Probation
17. Nancy L. Toney	LPN 56464	Suspended/Probation



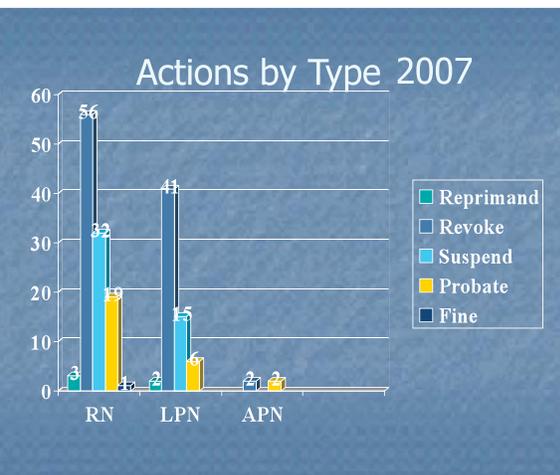
18. Lisa D. Washington Sanders	LPN 46056	Revoked
19. Kirsten Westerholm	LPN 61599	Suspended/Probation
20. Stacey R. Williams	RN 113482	Revoked

**JANUARY 2008**

1. Robert Lee Bailey	LPN 18993	Revoked
2. Karen D. Brewer	LPN 41254	Revoked
3. Beverly Bright	RN 128451	Revoked
4. Gina L. Brown	LPN 54899	Revoked
5. Debra J. Carroll	RN 92133	Revoked
6. Lynn M. Crum	RN 118979	Revoked
7. Teresa Dressel	RN 112402	Revoked
8. Shannon Lee Eagin-Hackett	Unlicensed	Fine \$29,000.00
9. Emily Hentz	RN 121310	Revoked

10. Debra K. Hering	RN 104248	Revoked
11. Terri Lancaster	LPN 31102 RN 72806	Revoked
12. Ann Oakley a/k/a Sarah Oakley a/k/a Ann Winnard	Unlicensed	Fine \$23,000.00
13. Kristine Rogers-Pellam	RN 133407	Revoked
14. Melody Phillips	RN 117846	Revoked
15. Charlotte Rae Whitson	LPN 53076	Revoked
16. Cheryl Y. Worthy a/k/a Cheryl Worthey	RN 62883	Revoked
<b>FEBRUARY 2008</b>		
1. Carla Anderson	RN 99136	Revoked

2. Catina L. Bowery	RN 111120	Revoked
3. Lecia Brady	LPN 37018	Evaluation by TNAP
4. Eliana Consiglio	RN 100245	Suspended/Probation
5. Cynthia W. Ewton	RN 53947	Suspended/Probation
6. Deborah Gwen Fleming-Zeigler	RN 119691	Suspended/Probation
7. Dana C. Flowers	RN 45425	Revoked
8. Vanessa F. Grant	RN 59674	Reprimanded
9. Bertha Louise Johnson	LPN 48193	Revoked
10. Gloria F. Keel	RN 64266	Probation
11. Michael Lee Mackay	RN 112040	Revoked
12. John T. Roberts IV	RN 134174	Probation
13. Phyllis A. Shelton	RN 74333	Suspended/Probation



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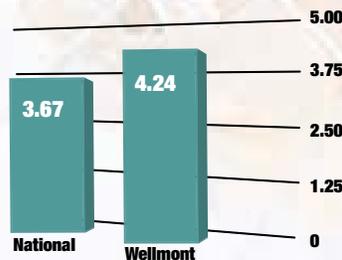
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