

Oregon State Board of Nursing



Statistical Report

For the Fiscal Years
July 1, 2002 – June 30, 2003
July 1, 2003 – June 30, 2004

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Mission Statement

The Oregon State Board of Nursing strives to safeguard the public's health and wellbeing by providing guidance for, and regulation of, entry into the profession, nursing education and continuing safe practice.

Statutory Authority

*Oregon Revised Statute: 678.010 to 678.445
Oregon Administrative Rule: 851-001-000 to 851-063-0110*

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Board of Nursing Defined



The nine Oregon State Board of Nursing members are appointed by the Governor and include: four Registered Nurses, two Licensed Practical Nurses, one Nurse Practitioner and two public members. They represent a variety of geographic locations and areas of nursing practice. The OSBN is an agency within Oregon state government.

The law that regulates nurses and nursing assistants is known as the Nurse Practice Act (Oregon Revised Statutes, Chapter 678.010-678.445). Any changes in the law must be made by the legislature. This law grants the OSBN authority to write administrative rules that further define the law. These rules have the effect of law and help define safe and competent practice. The OSBN can change administrative rules. There is an opportunity for public comment and input during the rule-making process, in accordance with the Oregon Administrative Procedures Act.

The OSBN meets five times a year and may hold special meetings if necessary. Board meetings are open to the public. A schedule of meetings is available from the

OSBN office or on its website at www.oregon.gov/OSBN. The OSBN employs a staff of more than 40 who help implement Board programs and provide customer service to licensees and the public.

The OSBN, with the help of its staff:

- determines licensure and certification requirements;
- interprets the Oregon Nurse Practice Act;
- evaluates and approves nursing education programs and nursing assistant training programs;
- issues licenses and renewals;
- investigates complaints and takes disciplinary action against licensees who violate the Oregon Nurse Practice Act;
- maintains the nursing assistant registry, administers competency evaluations and imposes disciplinary sanctions for nursing assistants;
- provides testimony to the legislature and other organizations as needed.

Definitions of Licensed Nursing Occupations

Registered Nurses (RNs) administer general nursing care, which includes assessing, planning, ordering, giving, delegating, teaching, and supervising care to promote optimum health and independence for ill, injured and well persons. They give prescribed medications and treatments, and may supervise other nursing assistive personnel. RNs are educated in Baccalaureate, Associate Degree and Diploma programs, and may attain additional competencies and credentials through Master's or Doctoral study. The RN scope of practice includes independent responsibilities as well as accountability to the physician for carrying out medical orders.

Licensed Practical Nurses (LPNs) give general nursing care, which includes collecting information, contributing to the plan of care, and providing care in predictable situations with minimal supervision, or in fluctuating situations under direct supervision of a Registered Nurse, licensed physician or dentist. LPNs are educated in one-year vocational programs. In Oregon, all but one LPN programs are contained within RN Associate Degree programs in a ladder concept—that is, students may exit after

one year and be licensed as an LPN, or continue to complete the RN program. The remaining program is a stand-alone program.

Nurse Practitioners (NPs) independently provide primary health care in one or more of the following classifications and scopes of practice: Acute Care NP, Adult NP, College Health NP, Nurse Midwife NP, Family NP, Geriatric NP, Neonatal NP, Pediatric NP, Psychiatric/Mental Health NP, and Women's Health Care NP. Nurse practitioners may have authority to prescribe medications within scope of practice from a formulary approved by the Oregon State Board of Nursing. Nurse practitioners are RNs with specialized graduate (Masters) level study within the specific scopes of practice for which they are licensed.

Certified Registered Nurse Anesthetists (CRNAs), in collaboration with a physician or dentist, provides anesthesia for patients, including pre-procedure patient education and post-procedure follow-up. CRNAs are RNs with post-baccalaureate education in anesthesia.

Clinical Nurse Specialists (CNSs) provide health care in an advanced practice specialty role. They can serve individual clients and client populations, practice as part of a multidisciplinary team, or as part

of an organization, such as a hospital or clinic. CNSs are RNs with graduate (Master's or Doctorate) level study in nursing.

Certified Nursing Assistants (CNAs) assist licensed nurses in the provision of patient care. The scope of duties for CNAs includes activities of daily living such as bathing, dressing, transferring, ambulating, feeding, and toileting. CNAs also can perform tasks such as measuring vital signs, positioning and range of motion. Oregon CNAs are trained in OSBN-approved training programs, currently 150 hours long, consisting of 75 hours of classroom and 75 hours of supervised clinical experience. Following training, the student must pass the OSBN-approved Nursing Assistant Competency Examination to qualify for certification.

Certified Medication Aides (CMAs) are CNAs who have had additional training and are authorized to administer non-injectable medications. Oregon CMAs are trained in Board-approved medication aide training programs, currently 80 hours long, consisting of 40 hours of classroom instruction and 40 hours of supervised clinical experience. Following training, the student must pass an OSBN-administered examination to qualify for CMA certification.

Board of Nursing Members



2003 Board Members

Rolf Olson

Public Member, President • Salem
6/23/00–12/31/02, 1/1/03–12/31/05

Jennifer Wagner, LPN

Secretary • Eugene
1/1/01–12/31/03

Mitchell Boriskin, RN, FNP, Eugene

1/29/98–12/31/00, 1/1/01–12/31/03

Marguerite Gutierrez, RN, Pendleton

3/25/03–12/31/05

Beverly Shields, RN, Medford

3/25/03–12/31/05

Cora Smith

Public Member, Portland
1/29/98–12/31/00, 1/1/01–12/31/03

Sandra Theis, RN, PhD, Ashland

3/25/03–12/31/05

Celina Tobias, LPN, Medford

1/1/01–12/31/03

Janet Wright, RN, La Grande

3/25/03–12/31/05

2004 Board Members

Marguerite Gutierrez, RN

President • Pendleton
3/25/03–12/31/05

Celina Tobias, LPN

Secretary • Medford
1/1/01–12/31/03, 1/1/04–12/31/06

James McDonald, RN, FNP, Portland

1/1/04–12/31/06

Rolf Olson

Public Member, Salem
6/23/00–12/31/02, 1/1/03–12/31/05

Beverly Shields, RN, Medford

3/25/03–12/31/05

Sandra Theis, RN, PhD, Ashland

3/25/03–12/31/05

Jennifer Wagner, LPN, Eugene

1/1/01–12/31/03, 1/1/04–12/31/06

Amoy Williamson

Public Member, Portland
1/1/04–12/31/06

Janet Wright, RN, La Grande

3/25/03–12/31/05

Board of Nursing | Staff

Administration/ Central Support

Joan C. Bouchard, RN, MSN
Executive Director

KC Cotton
Executive Assistant

Shirley Goodner
Accounting Technician

Barbara Holtry
Public Information Officer

Pat Miles
Business Manager

Becky Weaver
Human Resources Manager

Investigations/Compliance

Deborah Altenhofen
Complaint Resource Coordinator

Kimberly Cobrain, JD
*Program Executive
Investigations & Compliance*

Barbara Chapman
Investigations/Compliance Asst.

Alberta Fry, RN
Investigator/Advisor

Dawn Gordon, RN
*Nurse Monitoring Program
Co-Coordinator*

Marilyn Hudson, RN, CNS
Investigator/Advisor

Mary Anne Joyce, RN, CNS
*Nurse Monitoring Program
Co-Coordinator*

Anita Larmi, RN
Investigator/Advisor

Pamela Louie, RN
Investigator/Advisor

Elana Patel, RN, FNP
Investigator/Advisor

Lani Scarratt, RN
Investigator/Advisor

Rick Sherbert
Investigator

Suzi Shults
Monitoring/Investigations Asst.

Jolene Smith, RN
Investigator/Advisor

Lynda Tucker, RN
Investigator/Advisor

Nurse Consultants

Debra Buck, RN, MS
CNA Program Consultant

Karen Burke, RN, MS
Education Consultant

Tracy Klein, RN, WHCNP, FNP
Advanced Practice Consultant

Customer Service/ Information Technology/ Licensing

Mei Chen
Database Administrator

Amanda Dodds
Licensing Technician

Michelle Ducharme
Production Specialist

Lorry Field
Customer Service Representative

Sandy Golden
Customer Service Representative

DeWayne Hatcher,
*Program Executive
Licensing/Customer Service/
Information Technology*

Claire Luton
Licensing Technician

Donna Mitchell
Renewal Technician

Connie Morris
LEDS/Purchasing

Midge Nelson
Customer Service Representative

Bryan Park
Network Support Specialist

Jennifer Richardson
Licensing Technician

Elizabeth Rolls
Customer Service Representative

Judy Sangenito
CNA Certification Technician

Novella Sutton
Customer Service Representative

Sandy Tennyson
Licensing Office Specialist

Scott Van Orden
Information Systems Specialist

Bill Wood
Production Specialist

Benita Woodruff
Customer Service Representative

As of June 30, 2004

Board of Nursing Programs



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Licensing & Customer Service

The Licensing Program approves applications for licensure and issues licenses or certifications to: Registered Nurses; Licensed Practical Nurses; Nurse Practitioners; Clinical Nurse Specialists, Nurse Anesthetists, Certified Nursing Assistants and Certified Medication Aides. The program also approves applications for new graduates or others to take the National Council Licensing Examination (NCLEX), and all applications for the CNA competency exam. They also maintain a registry of all CNAs and CMAs in Oregon.

In addition, the program compiles statistical data on Oregon nurses, such as

practice area, specialty, and the location of practice, to help track geographic areas in need of specific areas of practice.

Nursing Investigations & Compliance

The Nursing Investigation and Compliance Program helps nurses, their employers and the public to understand the legal scope of nursing practice according to state law. Program advisors help nurses and nursing assistants determine if violations of the Nurse Practice Act have occurred, and explain when and how problems should be reported. They also investigate violations of the act, recommend appropriate disciplinary actions to the OSBN and monitor licensees or certificate-holders who have had disciplinary action taken against their license. Nurse advisors also provide inservice education for nursing groups and other health-related groups.

The Nurse Monitoring Program is a nondisciplinary program that monitors the practice of nurses with chemical dependency, psychiatric disorders or

physical disabilities that prevent them from safely practicing nursing.

The program gives nurses the chance to seek treatment and continue, or return to, the practice of nursing in a way that benefits the public's health, safety and welfare, while supporting the nurse's recovery.

Education & Practice Consultant Team

The Education Program consultant approves nursing education and reentry programs and ensures they meet the standards set by the OSBN. The consultant also visits schools of nursing to discuss the NCLEX with students. In addition, the program consultant is available to confer with nurse educators on a variety of issues and provide informational presentations to nursing students.

The Nursing Practice consultant helps nurses, their employers and the public to understand the legal scope of nursing practice. The consultant also develops practice policies and is available to pro-

vide inservice presentations to nursing employers and other interested groups.

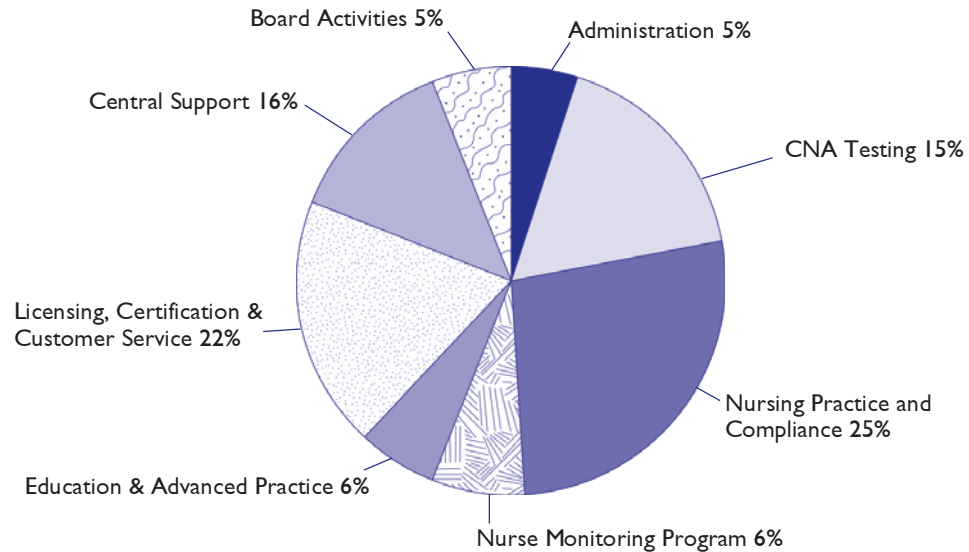
The Advanced Practice consultant helps Nurse Practitioners, Clinical Nurse Specialists and Certified Registered Nurse Anesthetists understand their scopes of practice, and answers questions concerning nurse practitioner prescriptive and dispensing privileges. The consultant approves all initial applications, participates in investigations as appropriate, and is available to discuss advanced practice issues with employers, educators and other interested groups.

The CNA Program consultant approves all nursing assistant and medication aide training programs and examination sites. In addition, the program consultant is available to confer with instructors and CNA/CMA programs on a variety of educational issues.

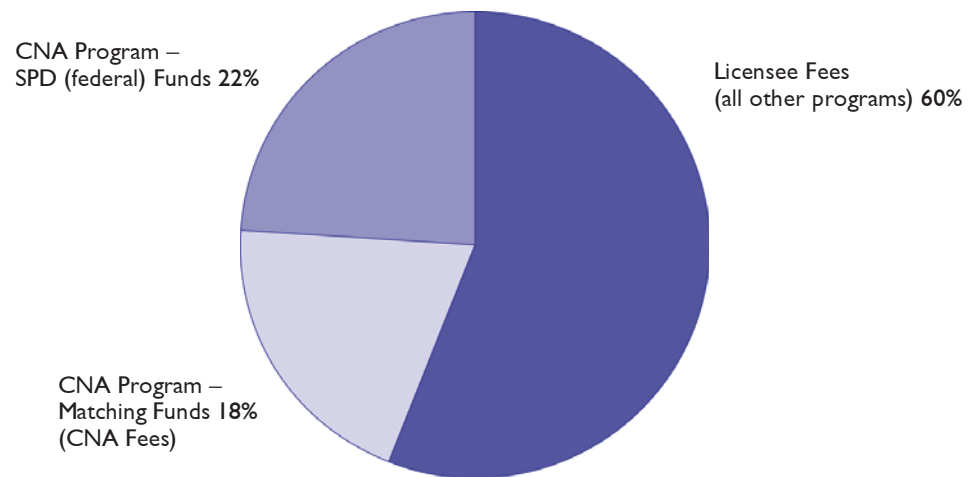
Administration & Central Support

Administration is responsible for the overall operation of the agency, and works with Board members, legislators, stakeholders and the public. *Central Support* includes those functions that support the entire agency, such as Human Resources, Accounting, Public Information and Information Technology.

FY 2003 & 2004 Budget by Functions

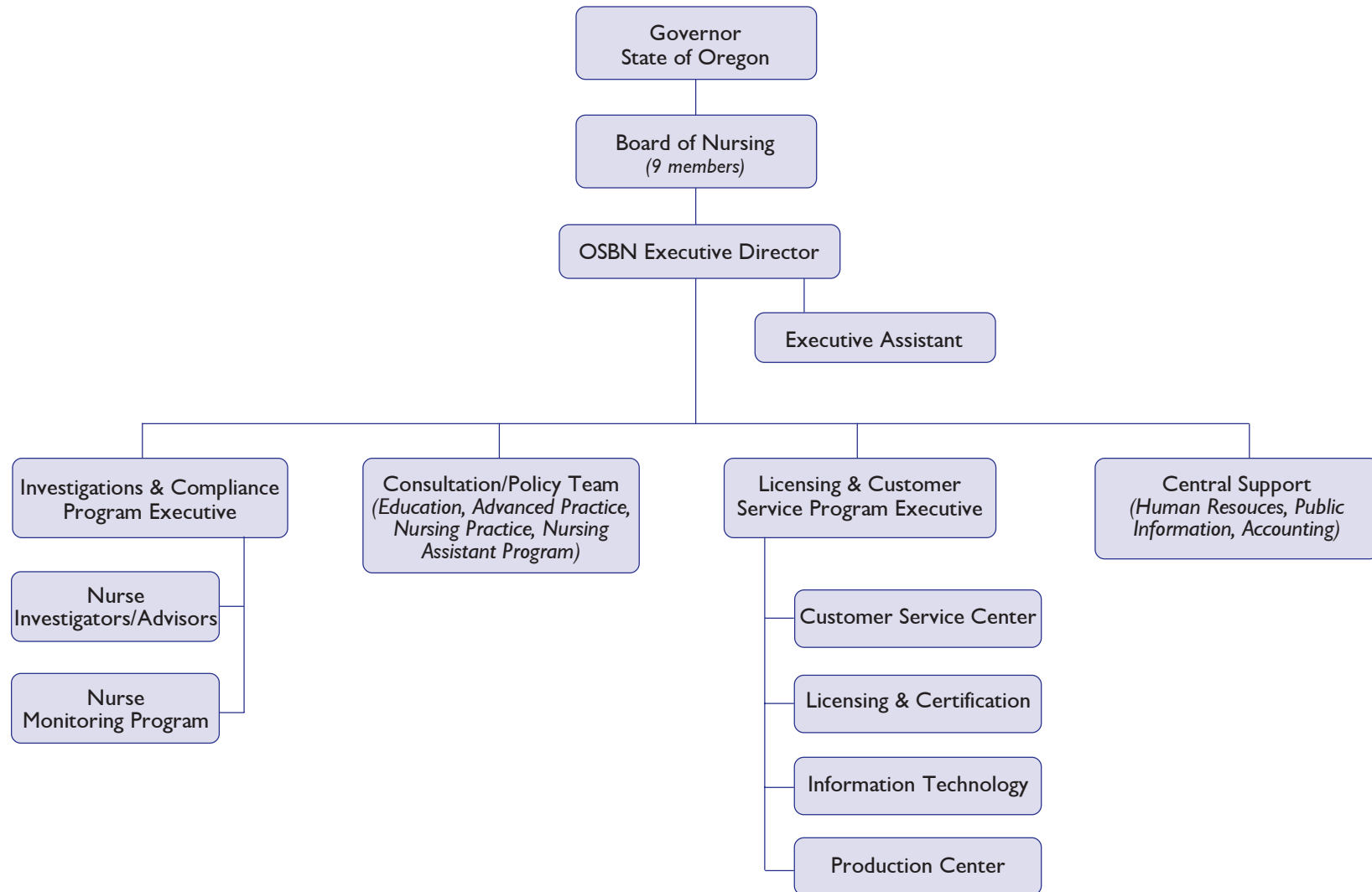


FY 2003 & 2004 Budget Funding Sources



Board of Nursing | Organization

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As of June 30, 2004

Current Licensee Numbers

| Fiscal Year | RN | LPN | NP | CRNA | CNS | CMA | CNA | Total |
|-------------|--------|-------|-------|------|-----|-------|--------|--------|
| 1970/'71 | 11,399 | 3,894 | — | — | — | — | — | 15,293 |
| 1980/'81 | 20,305 | 5,389 | * | — | — | — | — | 25,694 |
| 1990 | 28,992 | 5,445 | 661 | — | — | — | 10,700 | 45,798 |
| 2000 | 35,144 | 4,227 | 1,667 | 263 | — | 1,318 | 15,710 | 58,329 |
| 2001 | 35,403 | 4,074 | 1,715 | 289 | — | 1,286 | 15,408 | 58,175 |
| 2002 | 36,928 | 4,017 | 1,787 | 319 | 110 | 1,297 | 16,066 | 60,524 |
| 2003 | 38,042 | 4,055 | 1,899 | 364 | 132 | 1,353 | 17,587 | 63,432 |
| 2004 | 38,424 | 4,092 | 1,948 | 395 | 138 | 1,368 | 18,254 | 64,619 |

Please note:

- Numbers as of June 30, 2004.
- Nurse Practitioners, CRNAs & CNSs also are included in the RN population total, since they must hold a RN license in addition to their advanced practice certification. CMAs also are included in the CNA population total, since they must be a Certified Nursing Assistant to hold CMA certification.
- * Statistics not available.
- Nurse Practitioners were first certified in 1977; CRNAs first licensed in 1998; CNSs first certified in 2001.
- The OSBN began re-administering CMA tests in FY1995.
- Prior to April 2000, the number of CMAs included expired as well as active certifications. As of June 2000, the number reported includes only the current CMAs.
- Prior to 1994, CNA certification didn't expire.



Nursing Licenses | Issued

| FY | RN | | | | LPN | | | | NP | | CRNA | | CNS | |
|------|-------|----------|-----------|---------|------|----------|-----------|---------|-----|---------|------|---------|-----|---------|
| | Exam | Endorsed | Total New | Renewal | Exam | Endorsed | Total New | Renewal | New | Renewal | New | Renewal | New | Renewal |
| 1995 | 880 | 1,270 | 2,150 | 15,265 | 302 | 188 | 490 | 2,161 | 131 | 482 | — | — | — | — |
| 1996 | 830 | 1,645 | 2,475 | 14,451 | 258 | 205 | 463 | 2,009 | 144 | 529 | — | — | — | — |
| 1997 | 819 | 1,427 | 2,246 | 15,912 | 271 | 211 | 482 | 1,970 | 167 | 607 | — | — | — | — |
| 1998 | 863 | 1,230 | 2,093 | 15,992 | 247 | 157 | 404 | 2,021 | 120 | 682 | — | — | — | — |
| 1999 | 776 | 1,476 | 2,252 | NA | 240 | 186 | 426 | NA | 179 | NA | 226 | — | — | — |
| 2000 | 782 | 1,156 | 1,938 | NA | 234 | 119 | 353 | NA | 139 | NA | 44 | NA | — | — |
| 2001 | 950 | 1,388 | 2,333 | 16,123 | 254 | 162 | 416 | 1,667 | 151 | 787 | 41 | 127 | — | — |
| 2002 | 786 | 2,207 | 2,993 | 16,558 | 230 | 171 | 401 | 1,790 | 165 | 820 | 41 | 136 | 111 | — |
| 2003 | 1,053 | 1,643 | 2,696 | 18,089 | 297 | 154 | 451 | 1,796 | 181 | 898 | 62 | 165 | 20 | 65 |
| 2004 | 1,073 | 1,297 | 2,370 | 17,014 | 333 | 158 | 491 | 1,696 | 140 | 866 | 50 | 166 | 17 | 59 |

Please note: CRNAs were first licensed in 1998; CNSs in 2001. All licenses and certificates are renewed biennially.

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Current Licensees by | Age

| Age | RN | | LPN | | NP | | CRNA | | CNS | | CMA | | CNA | |
|--------------------|---------------|-------------|--------------|-------------|--------------|-------------|------------|-------------|------------|-------------|--------------|-------------|---------------|-------------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| 16–19 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 395 | 2% |
| 20–29 | 2,737 | 7% | 293 | 7% | 35 | 2% | 3 | 1% | 1 | 1% | 220 | 16% | 5,786 | 32% |
| 30–39 | 6,461 | 17% | 631 | 15% | 259 | 13% | 34 | 9% | 11 | 8% | 289 | 21% | 4,234 | 23% |
| 40–49 | 11,077 | 29% | 1,007 | 25% | 560 | 29% | 124 | 31% | 44 | 32% | 408 | 30% | 3,900 | 21% |
| 50–59 | 13,581 | 35% | 1,489 | 37% | 903 | 46% | 187 | 47% | 68 | 49% | 325 | 23% | 2,850 | 16% |
| 60–69 | 4,054 | 11% | 577 | 14% | 177 | 9% | 43 | 11% | 14 | 10% | 116 | 9% | 967 | 5% |
| 70–79 | 483 | 1% | 84 | 2% | 14 | 1% | 4 | 1% | 0 | 0% | 9 | 1% | 114 | 1% |
| 80 & older | 31 | 0% | 11 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 0% |
| Total | 38,424 | 100% | 4,092 | 100% | 1,948 | 100% | 395 | 100% | 138 | 100% | 1,368 | 100% | 18,254 | 100% |
| Average Age | 47 | | 49 | | 49 | | 51 | | 51 | | 43 | | 38 | |

As of June 30, 2004

CNA Certificates | Issued

| <u>FY</u> | <u>Exam</u> | <u>Renewal</u> | <u>Endorsement</u> | <u>Reactivation</u> | <u>Student Nurse</u> | <u>Total</u> |
|-------------|--------------|----------------|--------------------|---------------------|----------------------|---------------|
| 1995 | 2,502 | NA | 488 | NA | 275 | 3,265 |
| 1996 | 2,263 | 6,756 | 576 | NA | 298 | 9,893 |
| 1997 | 2,193 | 7,161 | 523 | NA | 288 | 10,165 |
| 1998 | 2,250 | 6,554 | 518 | NA | 299 | 9,621 |
| 1999 | 1,919 | 6,973 | 469 | NA | 255 | 9,616 |
| 2000 | 1,481 | 6,458 | 425 | NA | 184 | 8,548 |
| 2001 | 2,017 | 6,297 | 358 | 260 | 240 | 9,172 |
| 2002 | 2,598 | 6,252 | 391 | 301 | 236 | 9,778 |
| 2003 | 3,015 | 7,017 | 507 | 470 | 233 | 11,242 |
| 2004 | 2,611 | 7,135 | 495 | 224 | 215 | 10,680 |

*Please note: Information for fiscal years prior to 1996 is incomplete. NA = Not Available
Notable changes in data from one year to the next can sometimes be attributed to changes in the Nurse Practice Act.*

CMA Certificates | Issued

| <u>FY</u> | <u>Exam</u> | <u>Renewal</u> | <u>RN/LPN</u> | <u>Total</u> |
|-------------|-------------|----------------|---------------|--------------|
| 1995 | 183 | NA | NA | 183 |
| 1996 | 146 | NA | NA | 146 |
| 1997 | 173 | NA | NA | 173 |
| 1998 | 159 | 335 | NA | 494 |
| 1999 | 211 | 384 | 254 | 849 |
| 2000 | 207 | 553 | 176 | 936 |
| 2001 | 175 | 565 | 240 | 980 |
| 2002 | 202 | 555 | 247 | 1,004 |
| 2003 | 204 | 561 | 247 | 1,012 |
| 2004 | 172 | 595 | 225 | 992 |

*Please note: Information for fiscal years prior to 1996 is incomplete. NA = Not Available
Notable changes in data from one year to the next can sometimes be attributed to changes in the Nurse Practice Act.*

Oregon Licensees by County

| | CNA | CMA | LPN | RN | NP | CRNA | CNS | Total | | CNA | CMA | LPN | RN | NP | CRNA | CNS | Total |
|------------|-------|-----|-----|-------|-----|------|-----|-------|----------------|---------------|--------------|--------------|---------------|--------------|------------|------------|---------------|
| Baker | 85 | 3 | 22 | 93 | 2 | 1 | 0 | 206 | Lake | 49 | 5 | 6 | 49 | 2 | 1 | 0 | 112 |
| Benton | 357 | 14 | 55 | 618 | 39 | 3 | 1 | 1,087 | Lane | 2,218 | 120 | 443 | 2,798 | 113 | 22 | 5 | 5,719 |
| Clackamas | 1,130 | 123 | 284 | 3,455 | 183 | 33 | 19 | 5,227 | Lincoln | 177 | 11 | 53 | 332 | 20 | 6 | 0 | 599 |
| Clatsop | 185 | 21 | 44 | 286 | 12 | 6 | 0 | 554 | Linn | 795 | 63 | 135 | 802 | 20 | 8 | 2 | 1,825 |
| Columbia | 151 | 7 | 41 | 312 | 10 | 2 | 2 | 525 | Malheur | 194 | 6 | 49 | 156 | 13 | 2 | 0 | 420 |
| Coos | 494 | 31 | 77 | 614 | 20 | 8 | 3 | 1,247 | Marion | 1,599 | 164 | 411 | 2,118 | 79 | 7 | 4 | 4,382 |
| Crook | 73 | 2 | 29 | 103 | 2 | 3 | 0 | 212 | Morrow | 34 | 5 | 10 | 46 | 1 | 0 | 0 | 96 |
| Curry | 99 | 4 | 20 | 128 | 14 | 2 | 0 | 267 | Multnomah | 3,332 | 314 | 472 | 6,530 | 516 | 35 | 41 | 11,240 |
| Deschutes | 460 | 12 | 156 | 1,299 | 66 | 4 | 2 | 1,999 | Polk | 302 | 28 | 82 | 497 | 24 | 0 | 1 | 934 |
| Douglas | 752 | 50 | 154 | 963 | 47 | 4 | 0 | 1,970 | Sherman | 11 | 1 | 0 | 9 | 1 | 0 | 0 | 22 |
| Gilliam | 13 | 1 | 0 | 6 | 0 | 0 | 0 | 20 | Tillamook | 94 | 6 | 25 | 184 | 6 | 1 | 0 | 316 |
| Grant | 53 | 2 | 6 | 48 | 3 | 2 | 0 | 114 | Umatilla | 298 | 11 | 82 | 468 | 22 | 7 | 0 | 888 |
| Harney | 37 | 1 | 10 | 37 | 4 | 1 | 0 | 90 | Union | 123 | 6 | 39 | 228 | 23 | 0 | 0 | 419 |
| Hood River | 107 | 7 | 22 | 186 | 7 | 3 | 0 | 332 | Wallowa | 56 | 9 | 7 | 63 | 4 | 2 | 0 | 141 |
| Jackson | 864 | 36 | 223 | 1,773 | 116 | 2 | 7 | 3,021 | Wasco | 174 | 23 | 32 | 204 | 7 | 3 | 0 | 443 |
| Jefferson | 72 | 6 | 13 | 114 | 8 | 1 | 1 | 215 | Washington | 1,526 | 121 | 308 | 4,541 | 197 | 25 | 27 | 6,745 |
| Josephine | 611 | 50 | 105 | 597 | 28 | 12 | 2 | 1,405 | Wheeler | 9 | 0 | 1 | 7 | 0 | 0 | 0 | 17 |
| Klamath | 224 | 16 | 45 | 431 | 27 | 1 | 1 | 745 | <u>Yamhill</u> | <u>391</u> | <u>47</u> | <u>88</u> | <u>604</u> | <u>25</u> | <u>4</u> | <u>0</u> | <u>1,159</u> |
| | | | | | | | | | Total | 17,149 | 1,326 | 3,549 | 30,699 | 1,661 | 211 | 118 | 54,713 |

Please note: NPs, CRNAs & CNSs also are included in the RN population total, since they must hold a RN license in addition to their advanced practice certification. CMAs also are included in the CNA population total, since they must be a Certified Nursing Assistant to hold CMA certification.

Oregon Licensees by State

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| | CNA | CMA | LPN | RN | NIP | CRNA | CNS | Total | | CNA | CMA | LPN | RN | NIP | CRNA | CNS | Total |
|-------------------|-----|-----|-----|-----|-----|------|-----|-------|----------------|---------------|--------------|--------------|---------------|--------------|------------|------------|---------------|
| Armed Forces | 1 | 0 | 0 | 30 | 3 | 1 | 0 | 35 | Mississippi | 0 | 0 | 7 | 61 | 0 | 0 | 0 | 68 |
| Alaska | 19 | 1 | 6 | 89 | 2 | 3 | 1 | 121 | Montana | 24 | 1 | 4 | 97 | 3 | 5 | 0 | 134 |
| Alabama | 1 | 0 | 1 | 59 | 0 | 0 | 0 | 61 | North Carolina | 1 | 1 | 1 | 81 | 2 | 2 | 0 | 88 |
| Arkansas | 1 | 0 | 2 | 46 | 1 | 2 | 0 | 52 | North Dakota | 2 | 0 | 1 | 15 | 0 | 1 | 0 | 19 |
| American Samoa | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | Nebraska | 5 | 0 | 1 | 21 | 0 | 0 | 0 | 27 |
| Arizona | 22 | 0 | 12 | 243 | 4 | 2 | 1 | 284 | New Hampshire | 0 | 0 | 0 | 50 | 3 | 3 | 0 | 56 |
| California | 71 | 2 | 66 | 887 | 33 | 22 | 4 | 1,085 | New Jersey | 0 | 0 | 7 | 27 | 0 | 0 | 0 | 34 |
| Colorado | 13 | 0 | 2 | 115 | 3 | 4 | 1 | 138 | New Mexico | 3 | 0 | 3 | 51 | 3 | 0 | 0 | 60 |
| Connecticut | 1 | 0 | 3 | 11 | 2 | 0 | 0 | 17 | Nevada | 10 | 1 | 7 | 95 | 1 | 6 | 0 | 120 |
| Dist. of Columbia | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 | New York | 2 | 0 | 3 | 65 | 3 | 0 | 0 | 73 |
| Delaware | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | Ohio | 4 | 0 | 2 | 53 | 4 | 2 | 0 | 65 |
| Florida | 10 | 0 | 7 | 194 | 5 | 11 | 0 | 227 | Oklahoma | 6 | 0 | 3 | 46 | 1 | 1 | 0 | 57 |
| Georgia | 2 | 1 | 0 | 67 | 2 | 2 | 0 | 74 | Oregon | 17,149 | 1,326 | 3,549 | 30,699 | 1,661 | 211 | 118 | 54,713 |
| Guam | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 4 | Pennsylvania | 5 | 1 | 2 | 55 | 4 | 3 | 0 | 70 |
| Hawaii | 13 | 0 | 3 | 60 | 2 | 3 | 0 | 81 | Rhode Island | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 7 |
| Iowa | 2 | 0 | 1 | 30 | 0 | 1 | 0 | 34 | South Carolina | 1 | 0 | 2 | 20 | 1 | 4 | 0 | 28 |
| Idaho | 167 | 3 | 83 | 448 | 12 | 27 | 0 | 740 | South Dakota | 1 | 0 | 2 | 18 | 3 | 2 | 0 | 26 |
| Illinois | 4 | 0 | 6 | 78 | 1 | 0 | 0 | 89 | Tennessee | 4 | 0 | 1 | 59 | 1 | 1 | 0 | 66 |
| Indiana | 2 | 0 | 1 | 32 | 1 | 4 | 0 | 40 | Texas | 19 | 0 | 9 | 212 | 7 | 16 | 0 | 263 |
| Kansas | 3 | 0 | 4 | 35 | 2 | 1 | 0 | 45 | Utah | 16 | 1 | 4 | 89 | 1 | 2 | 0 | 113 |
| Kentucky | 1 | 0 | 1 | 20 | 3 | 2 | 0 | 27 | Virginia | 5 | 0 | 5 | 81 | 6 | 1 | 0 | 98 |
| Louisiana | 2 | 0 | 1 | 57 | 0 | 2 | 0 | 62 | Virgin Islands | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 5 |
| Massachusetts | 0 | 0 | 2 | 20 | 1 | 1 | 0 | 24 | Vermont | 0 | 0 | 1 | 17 | 0 | 1 | 0 | 19 |
| Maryland | 1 | 0 | 6 | 42 | 3 | 0 | 0 | 52 | Washington | 630 | 29 | 246 | 3,574 | 142 | 36 | 12 | 4,669 |
| Maine | 0 | 0 | 1 | 10 | 1 | 2 | 0 | 14 | Wisconsin | 8 | 0 | 2 | 36 | 5 | 1 | 0 | 52 |
| Michigan | 6 | 0 | 6 | 63 | 1 | 4 | 0 | 80 | West Virginia | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 6 |
| Minnisota | 9 | 0 | 8 | 43 | 2 | 0 | 1 | 63 | <u>Wyoming</u> | <u>2</u> | <u>0</u> | <u>2</u> | <u>22</u> | <u>1</u> | <u>2</u> | <u>0</u> | <u>29</u> |
| Missouri | 2 | 1 | 1 | 61 | 6 | 1 | 0 | 72 | Total | 18,251 | 1,368 | 4,088 | 38,309 | 1,943 | 395 | 138 | 64,492 |

Oregon Licensees by Country

| | <u>CNA</u> | <u>CMA</u> | <u>LPN</u> | <u>RN</u> | <u>NP</u> | <u>CRNA</u> | <u>CNS</u> | <u>Total</u> |
|----------------------|---------------|--------------|--------------|---------------|--------------|-------------|------------|---------------|
| American Samoa | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Australia | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Austria | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Canada | 3 | 0 | 2 | 67 | 0 | 0 | 0 | 72 |
| Costa Rica | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Ecuador | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Germany | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 |
| Greece | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| India | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Indonesia | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Italy | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 3 |
| Japan | 0 | 0 | 0 | 8 | 2 | 0 | 0 | 10 |
| Malaysia | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| New Zealand | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Pakistan | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 |
| Peru | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 |
| Philippines | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| Poland | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Qatar | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Saudi Arabia | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 4 |
| Sweden | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Switzerland | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| United Arab Emirates | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 |
| United Kingdom | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 8 |
| <u>United States</u> | <u>18,251</u> | <u>1,368</u> | <u>4,088</u> | <u>38,309</u> | <u>1,943</u> | <u>395</u> | <u>138</u> | <u>64,492</u> |
| Total | 18,254 | 1,368 | 4,092 | 38,424 | 1,948 | 395 | 138 | 64,619 |

Please note: NPs, CRNAs & CNSs also are included in the RN population total, since they must hold a RN license in addition to their advanced practice certification. CMAs also are included in the CNA population total, since they must be a Certified Nursing Assistant to hold CMA certification.

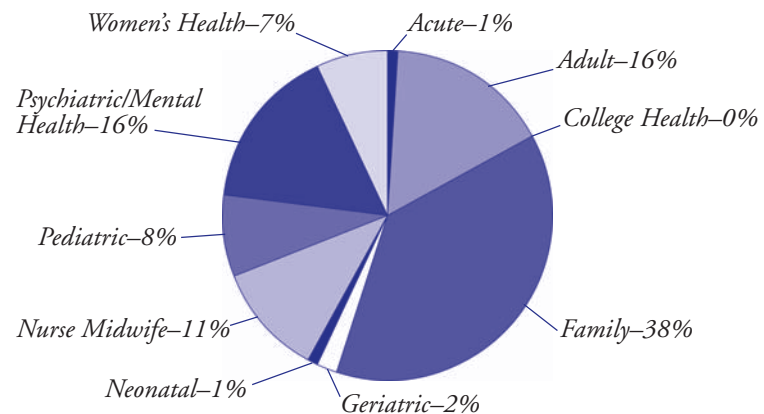
Licenses by Employment | Setting

| | LPN | | RN | | NP | | CRNA | | CNS | | Total | |
|----------------------------|--------------|-------------|---------------|-------------|--------------|-------------|------------|-------------|------------|-------------|---------------|-------------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Agency/Traveling | 22 | 1% | 228 | 0% | 5 | 0% | 7 | 1% | 0 | 0% | 262 | 1% |
| Ambulatory Care | 714 | 17% | 4,255 | 11% | 871 | 45% | 35 | 9% | 13 | 9% | 5,888 | 13% |
| Community-Based Group Home | 128 | 3% | 295 | 1% | 18 | 1% | 0 | 0% | 1 | 1% | 442 | 1% |
| Drug/Alcohol Treatment | 36 | 1% | 112 | 0% | 8 | 0% | 0 | 0% | 0 | 0% | 156 | 0% |
| Home Health | 215 | 5% | 1,840 | 5% | 13 | 1% | 0 | 0% | 4 | 3% | 2,072 | 5% |
| Hospital/Acute Care | 733 | 18% | 18,716 | 49% | 242 | 12% | 283 | 72% | 72 | 52% | 20,046 | 45% |
| Insurance/Managed Care | 3 | 0% | 146 | 0% | 7 | 0% | 0 | 0% | 1 | 1% | 157 | 0% |
| Military | 4 | 0% | 33 | 0% | 3 | 0% | 1 | 0% | 0 | 0% | 41 | 0% |
| Not Specified | 629 | 15% | 3,949 | 10% | 234 | 12% | 57 | 15% | 8 | 6% | 4,877 | 11% |
| Nursing Education | 10 | 0% | 560 | 2% | 71 | 4% | 0 | 0% | 18 | 13% | 659 | 1% |
| Nursing Home/Ext. Care | 1,020 | 25% | 1,727 | 5% | 16 | 1% | 0 | 0% | 3 | 2% | 2,766 | 6% |
| Occupational Health | 22 | 1% | 254 | 1% | 17 | 1% | 0 | 0% | 2 | 1% | 295 | 1% |
| Other | 312 | 8% | 3,411 | 9% | 55 | 3% | 10 | 3% | 11 | 8% | 3,799 | 8% |
| Public/Community Setting | 91 | 2% | 1,592 | 4% | 274 | 14% | 0 | 0% | 4 | 3% | 1,961 | 4% |
| School/Student Health | 49 | 1% | 570 | 1% | 78 | 4% | 0 | 0% | 1 | 1% | 698 | 2% |
| Unemployed/Not Nursing | 102 | 3% | 728 | 2% | 36 | 2% | 2 | 0% | 0 | 0% | 868 | 2% |
| <u>Volunteer</u> | <u>2</u> | <u>0%</u> | <u>8</u> | <u>0%</u> | <u>0</u> | <u>0%</u> | <u>0</u> | <u>0%</u> | <u>0</u> | <u>0%</u> | <u>10</u> | <u>0%</u> |
| Total | 4,092 | 100% | 38,424 | 100% | 1,948 | 100% | 395 | 100% | 138 | 100% | 44,997 | 100% |

Please Note: Licensees reported their employment setting to the Board on a voluntary basis.

Nurse Practitioners by | Specialty

| | |
|---|--------------|
| Acute Care (ACNP) | 24 |
| Adult (ANP) | 316 |
| College Health (CHNP) | 1 |
| Family (FNP) | 743 |
| Geriatric (GNP) | 39 |
| Neonatal (NNP) | 28 |
| Nurse Midwife (NMNP) | 211 |
| Pediatric (PNP) | 149 |
| Psychiatric/Mental Health (PMHNP) | 304 |
| <u>Women's Healthcare (WHCNP)</u> | <u>133</u> |
| Total | 1,948 |



Licenseses by Major Practice Area

| | LPN | | RN | | NP | | CRNA | | CNS | | Total | |
|---------------------------|--------------|-------------|---------------|-------------|--------------|-------------|------------|-------------|------------|-------------|---------------|-------------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Anesthesia | 3 | 0% | 403 | 1% | 2 | 0% | 328 | 82% | 0 | 0% | 736 | 2% |
| Critical Care | 29 | 1% | 2,375 | 6% | 16 | 1% | 0 | 0% | 5 | 4% | 2,425 | 5% |
| Drug/Alcohol Treatment | 22 | 1% | 92 | 0% | 3 | 0% | 0 | 0% | 0 | 0% | 117 | 0% |
| Emergency Care | 32 | 1% | 1,445 | 4% | 11 | 1% | 0 | 0% | 2 | 1% | 1,490 | 3% |
| General Nursing | 527 | 13% | 1,176 | 3% | 26 | 1% | 0 | 0% | 3 | 2% | 1,732 | 4% |
| Gerontology | 741 | 18% | 1,931 | 5% | 52 | 3% | 0 | 0% | 7 | 5% | 2,731 | 6% |
| Medical-Surgical | 591 | 14% | 5,845 | 15% | 46 | 2% | 2 | 1% | 19 | 14% | 6,503 | 14% |
| Neonatology | 8 | 0% | 702 | 2% | 2 | 0% | 0 | 0% | 1 | 1% | 713 | 2% |
| Nursing Administration | 8 | 0% | 819 | 2% | 3 | 0% | 0 | 0% | 3 | 2% | 833 | 2% |
| OB/GYN | 100 | 2% | 2,041 | 5% | 46 | 2% | 1 | 0% | 3 | 2% | 2,191 | 5% |
| Occupational Health | 20 | 0% | 275 | 1% | 4 | 0% | 0 | 0% | 1 | 1% | 300 | 1% |
| Oncology | 29 | 1% | 765 | 2% | 12 | 1% | 1 | 0% | 9 | 7% | 816 | 2% |
| OR/RR | 25 | 1% | 1,862 | 5% | 6 | 0% | 1 | 0% | 0 | 0% | 1,894 | 4% |
| Other | 402 | 10% | 4,801 | 12% | 111 | 6% | 7 | 2% | 12 | 9% | 5,333 | 12% |
| Pediatrics | 170 | 4% | 1,477 | 4% | 102 | 5% | 0 | 0% | 8 | 6% | 1,757 | 4% |
| Psychiatric/Mental Health | 124 | 3% | 1,465 | 4% | 12 | 1% | 0 | 0% | 14 | 10% | 1,615 | 3% |
| Public/Community/Home | 109 | 3% | 1,798 | 5% | 2 | 0% | 0 | 0% | 2 | 1% | 1,911 | 4% |
| Quality Assurance | 8 | 0% | 308 | 1% | 0 | 0% | 0 | 0% | 4 | 3% | 320 | 1% |
| Rehabilitation | 92 | 2% | 331 | 1% | 0 | 0% | 0 | 0% | 2 | 1% | 425 | 1% |
| <u>Unreported</u> | <u>1,052</u> | <u>26%</u> | <u>8,533</u> | <u>22%</u> | <u>1,492</u> | <u>77%</u> | <u>55</u> | <u>15%</u> | <u>43</u> | <u>31%</u> | <u>11,175</u> | <u>25%</u> |
| Total | 4,092 | 100% | 38,424 | 100% | 1,948 | 100% | 395 | 100% | 138 | 100% | 44,997 | 100% |

Please Note: Licensees reported their practice area to the Board on a voluntary basis.



Oregon Schools of Nursing

Graduates

17

| | 2003 | | 2004 | |
|---|------------------------|-----------------------|------------------------|-----------------------|
| | Practical Nursing | Associate Degree | Practical Nursing | Associate Degree |
| Blue Mtn. Community College— <i>Pendleton</i> | 22 | 20 | 48 | 23 |
| Central Oregon Community College— <i>Bend</i> | 33 | 33 | 32 | 32 |
| Chemeketa Community College— <i>Salem</i> | 69 | 47 | 59 | 57 |
| Clackamas Com. College— <i>Oregon City</i> | 3 | 43 | NA | 43 |
| Clatsop Community College— <i>Astoria</i> | 18 | 24 | 14 | 16 |
| Columbia Gorge Com. College— <i>The Dalles</i> | 20 | 19 | 22 | 19 |
| Lane Community College— <i>Eugene</i> | 30 | 62 | 0 | 71 |
| Linn-Benton Community College— <i>Albany</i> | 0 | 45 | NA | 47 |
| Mt. Hood Community College— <i>Gresham</i> | NA | 37 | NA | 47 |
| Portland Community College— <i>Portland</i> | NA | 79 | NA | 63 |
| Rogue Community College— <i>Grants Pass</i> | 23 | 23 | 22 | 26 |
| SW Oregon Community College— <i>Coos Bay</i> | 12 | 13 | 23 | 20 |
| Treasure Valley Com. College— <i>Ontario</i> | 27 | 19 | 22 | 24 |
| <u>Umpqua Community College—<i>Roseburg</i></u> | <u>37</u> | <u>33</u> | <u>57</u> | <u>34</u> |
| Total | 294 | 497 | 299 | 522 |
| | <u>Baccalaureate</u> | <u>BSN Completion</u> | <u>Baccalaureate</u> | <u>BSN Completion</u> |
| Linfield College— <i>Portland</i> | 111 | 0 | 93 | 0 |
| OHSU— <i>Portland</i> | 184 | NA | 163 | NA |
| University of Portland— <i>Portland</i> | 73 | 0 | 96 | 3 |
| <u>Walla Walla College—<i>Portland</i></u> | <u>40</u> | <u>2</u> | <u>41</u> | <u>1</u> |
| Total | 408 | 2 | 393 | 4 |
| | <u>Master's Degree</u> | <u>Doctoral</u> | <u>Master's Degree</u> | <u>Doctoral</u> |
| OHSU— <i>Portland</i> | 6 | 3 | 2 | 10 |
| <u>University of Portland—<i>Portland</i></u> | <u>17</u> | <u>0</u> | <u>9</u> | <u>0</u> |
| Total | 23 | 3 | 11 | 10 |

Please Note: Data gathered according to Fiscal Year—July 1 through June 30.

Registered Nurse NCLEX | Results

| July 2002–June 2003 | First-Time Candidates | | | | Repeat Candidates | | | |
|-------------------------|-----------------------|------------|--------------|---------------|-------------------|-----------|------------|---------------|
| | Passed | Failed | Total | Pass Rate | Passed | Failed | Total | Pass Rate |
| Oregon Schools | 785 | 81 | 866 | 90.64% | 65 | 34 | 99 | 90.64% |
| Non-Oregon U.S. Schools | 104 | 4 | 108 | 96.30% | 13 | 6 | 19 | 68.42% |
| <u>Non-U.S. Schools</u> | <u>16</u> | <u>24</u> | <u>40</u> | <u>40%</u> | <u>5</u> | <u>18</u> | <u>23</u> | <u>21.74%</u> |
| Total | 905 | 109 | 1,014 | 89.25% | 83 | 58 | 141 | 58.86% |

| July 2003–June 2004 | First-Time Candidates | | | | Repeat Candidates | | | |
|-------------------------|-----------------------|------------|-------------|---------------|-------------------|-----------|------------|---------------|
| | Passed | Failed | Total | Pass Rate | Passed | Failed | Total | Pass Rate |
| Oregon Schools | 796 | 91 | 887 | 89.74% | 62 | 49 | 111 | 55.86% |
| Non-Oregon U.S. Schools | 184 | 15 | 199 | 92.46% | 15 | 7 | 22 | 68.18% |
| <u>Non-U.S. Schools</u> | <u>60</u> | <u>40</u> | <u>100</u> | <u>60%</u> | <u>19</u> | <u>36</u> | <u>55</u> | <u>34.55%</u> |
| Total | 1,040 | 146 | 1186 | 87.68% | 96 | 92 | 188 | 51.06% |

Practical Nurse NCLEX | Results

| July 2002–June 2003 | First-Time Candidates | | | | Repeat Candidates | | | |
|-------------------------|-----------------------|----------|------------|---------------|-------------------|----------|----------|-------------|
| | Passed | Failed | Total | Pass Rate | Passed | Failed | Total | Pass Rate |
| Oregon Schools | 288 | 4 | 292 | 98.63% | 0 | 0 | 0 | 0% |
| Non-Oregon U.S. Schools | 13 | 0 | 13 | 100% | 0 | 1 | 1 | 0% |
| <u>Non-U.S. Schools</u> | <u>4</u> | <u>5</u> | <u>9</u> | <u>44.44%</u> | <u>1</u> | <u>0</u> | <u>1</u> | <u>100%</u> |
| Total | 305 | 9 | 314 | 97.13% | 1 | 1 | 2 | 50% |

| July 2003–June 2004 | First-Time Candidates | | | | Repeat Candidates | | | |
|-------------------------|-----------------------|----------|------------|---------------|-------------------|----------|----------|---------------|
| | Passed | Failed | Total | Pass Rate | Passed | Failed | Total | Pass Rate |
| Oregon Schools | 298 | 3 | 301 | 99% | 0 | 0 | 0 | 0% |
| Non-Oregon U.S. Schools | 14 | 0 | 14 | 100% | 0 | 2 | 2 | 0% |
| <u>Non-U.S. Schools</u> | <u>10</u> | <u>3</u> | <u>13</u> | <u>76.92%</u> | <u>2</u> | <u>1</u> | <u>3</u> | <u>66.67%</u> |
| Total | 322 | 6 | 328 | 98.17% | 2 | 3 | 5 | 40% |

RN Nursing Program NCLEX

Pass Rates

| | 10/99-9/00 | 10/00-9/01 | 10/01-9/02 | 1/03-12/03 | 10/1/03-9/30/04 |
|---|------------|------------|------------|------------|-----------------|
| Blue Mtn. Community College— <i>Pendleton</i> | 77.3 | 77.8 | 78.9 | 75 | 86.60 |
| Central Oregon Community College— <i>Bend</i> | 92.3 | 96.2 | 88.5 | 94.29 | 87.10 |
| Chemeketa Community College— <i>Salem</i> | 97.7 | 93.9 | 91.5 | 97.87 | 96.36 |
| Clackamas Community College— <i>Oregon City</i> | 96.8 | 87.1 | 90 | 83.72 | 86.36 |
| Clatsop Community College— <i>Astoria</i> | 50 | 85.2 | 81.3 | 86.96 | 83.33 |
| Columbia Gorge Community College— <i>The Dalles</i> | — | — | 100 | 100 | 94.74 |
| Lane Community College— <i>Eugene</i> | 98 | 94 | 92.2 | 95.16 | 98.57 |
| Linn Benton Community College— <i>Albany</i> | 88.5 | 100 | 85 | 86.67 | 88.57 |
| Mt. Hood Community College— <i>Gresham</i> | 100 | 94.4 | 94.9 | 100 | 88.89 |
| Portland Community College— <i>Portland</i> | 87.9 | 88.7 | 87 | 89.87 | 84.29 |
| Rogue Community College— <i>Grants Pass</i> | 95 | 95 | 91.3 | 100 | 92.31 |
| SW Oregon Community College— <i>Coos Bay</i> | 91.7 | 94.7 | 88.9 | 84.62 | 90.00 |
| Treasure Valley Community College— <i>Ontario</i> | 100 | 94.7 | 100 | 83.33 | 96.15 |
| Umpqua CC— <i>Roseburg</i> | 87.1 | 89.2 | 86.1 | 87.88 | 87.50 |
| Linfield College— <i>Portland</i> | 92.9 | 88.7 | 81.2 | 88.5 | 87.23 |
| OHSU— <i>Portland</i> | 89.6 | 100 | 96.4 | 93.33 | 94.62 |
| OHSU-OIT— <i>Klamath Falls</i> | 82.8 | 100 | 91.7 | 100 | 90.91 |
| OHSU-SOU— <i>Ashland</i> | 91.9 | 83.8 | 88.9 | 92.31 | 78.26 |
| OHSU-EOU— <i>La Grande</i> | 83.3 | 84.2 | 85.2 | 68.57 | 81.48 |
| OHSU-Direct-Entry Master's Program— <i>Portland</i> | — | — | 100 | 100 | NA |
| University of Portland— <i>Portland</i> | 89.2 | 96.2 | 92.6 | 92.21 | 87.78 |
| Walla Walla College— <i>Portland</i> | — | — | 89.2 | 91.89 | 79.49 |

Please Note:

- As of 1/1/04, the National Council of State Boards of Nursing calculates pass rates by calendar year, instead of academic year.
- 2002 was the first year of data for Columbia Gorge Community College and Walla Walla College.

PN Nursing Program NCLEX Pass Rates

| | 10/99-9/00 | 10/00-9/01 | 10/01-9/02 | 1/03-12/03 | 10/1/03-9/30/04 |
|--|------------|------------|------------|------------|-----------------|
| Blue Mountain Community College— <i>Pendleton</i> | 92.9 | 100 | 100 | 100 | 100 |
| Central Oregon Community College— <i>Bend</i> | 100 | 100 | 100 | 100 | 100 |
| Chemeketa Community College— <i>Salem</i> | 100 | 98.1 | 100 | 100 | 100 |
| Clackamas Community College— <i>Oregon City</i> | 100 | 100 | 100 | 100 | 100 |
| Clatsop Community College— <i>Astoria</i> | 100 | 94.1 | 100 | 100 | 100 |
| Columbia Gorge Community College— <i>The Dalles</i> | — | — | 100 | 100 | 100 |
| Lane Community College— <i>Eugene</i> | 97.1 | 100 | 100 | 97.92 | 100 |
| Linn Benton Community College— <i>Albany</i> | — | 100 | 100 | 96.55 | 100 |
| Mt. Hood Community College— <i>Gresham</i> | 100 | 86.4 | NA | NA | 100 |
| Rogue Community College— <i>Grants Pass</i> | 100 | 100 | 100 | 100 | 100 |
| Rogue Community College— <i>Medford</i> | — | — | — | 100 | 100 |
| Southwestern Oregon Community College— <i>Coos Bay</i> | 100 | 100 | 100 | 100 | 100 |
| Treasure Valley Community College— <i>Ontario</i> | 100 | 92.9 | 100 | 100 | 100 |
| Umpqua Community College— <i>Roseburg</i> | 97.3 | 96.3 | 96 | 97.30 | 98.15 |

Please Note:

- As of 1/1/04, the National Council of State Boards of Nursing calculates pass rates by calendar year, instead of academic year.
- 2002 was the first year of data for Columbia Gorge Community College.
- 2003 was the first year of data for Rogue Community College—Medford campus.



Enrolled Nursing Students

Gender

| | <u>2003</u> | <u>2004</u> |
|-----------------------|--------------|--------------|
| RN–Male | 159 | 200 |
| LPN–Male | 55 | 48 |
| RN–Female | 1,533 | 1,790 |
| <u>LPN–Female</u> | <u>326</u> | <u>284</u> |
| Total Reported | 2,073 | 2,322 |

Ethnicity

| | <u>2003</u> | <u>2004</u> |
|------------------------|--------------|--------------|
| African American | 24 | 23 |
| Asian/Pacific Islander | 116 | 126 |
| Asian/Indian | 7 | 6 |
| Native American | 27 | 12 |
| Hispanic | 73 | 64 |
| Caucasian | 1,910 | 1,942 |
| <u>Other</u> | <u>305</u> | <u>255</u> |
| Total Reported | 2,462 | 2,428 |

Average Age

| | <u>2003</u> | <u>2004</u> |
|-----|-------------|-------------|
| RN | 31 | 30 |
| LPN | 32 | 33 |

21



Please Note: Nursing student demographic information was reported on a voluntary basis.

Nursing Assistant Training | Programs

| Month | Students Graduated | Written Exams Given | Manual Exams Given | Month | Students Graduated | Written Exams Given | Manual Exams Given |
|----------------------|--------------------|---------------------|--------------------|----------------------|--------------------|---------------------|--------------------|
| July 2002 | 305 | 324 | 393 | July 2003 | 264 | 359 | 379 |
| August '02 | 478 | 403 | 439 | August '03 | 489 | 374 | 367 |
| September '02 | 272 | 436 | 481 | September '03 | 266 | 462 | 471 |
| October '02 | 232 | 393 | 469 | October '03 | 202 | 321 | 346 |
| November '02 | 273 | 326 | 396 | November '03 | 185 | 281 | 286 |
| December '02 | 410 | 315 | 364 | December '03 | 416 | 275 | 286 |
| January 2003 | 179 | 389 | 428 | January 2004 | 69 | 305 | 315 |
| February '03 | 243 | 353 | 411 | February '04 | 237 | 271 | 260 |
| March '03 | 474 | 376 | 425 | March '04 | 437 | 249 | 245 |
| April '03 | 227 | 383 | 445 | April '04 | 177 | 408 | 425 |
| May '03 | 257 | 396 | 398 | May '04 | 296 | 372 | 335 |
| <u>June '03</u> | <u>428</u> | <u>301</u> | <u>324</u> | <u>June '04</u> | <u>424</u> | <u>327</u> | <u>345</u> |
| Total FY 2003 | 3,778 | 4,395 | 4,973 | Total FY 2004 | 3,462 | 4,004 | 4,060 |

Medication Aide Training | Programs

| Month | Students Graduated | Exams Given | Month | Students Graduated | Written Exams Given |
|----------------------|--------------------|-------------|----------------------|--------------------|---------------------|
| July 2002 | 15 | 25 | July 2003 | 21 | 24 |
| August '02 | 12 | 35 | August '03 | 11 | 20 |
| September '02 | 11 | 33 | September '03 | 18 | 20 |
| October '02 | 14 | 24 | October '03 | 15 | 8 |
| November '02 | 24 | 7 | November '03 | 15 | 15 |
| December '02 | 22 | 10 | December '03 | 16 | 18 |
| January 2003 | 17 | 24 | January 2004 | 17 | 12 |
| February '03 | 21 | 21 | February '04 | 2 | 30 |
| March '03 | 8 | 13 | March '04 | 9 | 12 |
| April '03 | 16 | 22 | April '04 | 23 | 14 |
| May '03 | 31 | 17 | May '04 | 13 | 16 |
| <u>June '03</u> | <u>24</u> | <u>23</u> | <u>June '04</u> | <u>17</u> | <u>22</u> |
| Total FY 2003 | 215 | 254 | Total FY 2004 | 177 | 211 |

Investigation & Discipline

Information

23



In 2004, the Oregon State Board of Nursing received approximately 700 conduct complaints about nurses or nursing assistants (about 1 percent of all nurses/nursing assistants in Oregon). The Oregon State Board of Nursing (OSBN) acts on an average of 46 disciplinary cases each board meeting. The Board deliberates on each case in a closed executive session, however, final disciplinary actions are taken in an open public meeting, in accordance with Oregon state law. Media representatives may be present in executive session but, according to state law, may not use the information unless obtained through other sources.

Oregon state law also directs that all information about specific investigations be confidential, including who makes a complaint, when the complaint is made, the nature of the complaint and who the complaint is filed against. This encourages consumers and licensees to make valid complaints because they need not fear reprisal or other negative acts based on their complaint.

1. Complaints:

Complaints may be filed anonymously, in writing, over the phone or in person. The majority of complaints come from nursing employers. The remainder come from state agencies, other professionals, coworkers or patients/families.

2. Investigations:

Investigations into complaints are performed by OSBN staff investigators. In the case of an anonymous complaint, investigators first validate whether there is concern about the nurse's/nursing assistant's practice or conduct.

The investigation includes:

- the gathering of pertinent documents, such as a written summary of the incident;
- interviews with the complainant, coworkers or employer; and,
- a review of patient records, the nurse's personnel record or court records.

If there is evidence of a practice or conduct problem, staff meet with the nurse or nursing assistant in person or by phone. If there are grounds for disciplinary action, the investigator of record makes a recommendation to the OSBN based on the OSBN discipline theory model, OSBN disciplinary policies and past OSBN decisions.

3. Resolutions:

Disciplinary cases may be resolved by:

Stipulated agreement—The nurse/nursing assistant signs a document acknowledging the facts of the incident, violations of law and OSBN rules, the disciplinary action and any terms and

conditions to be imposed. The agreement goes to the OSBN for adoption and a Final Order is issued. Most (98 percent) disciplinary cases are resolved by stipulated agreement.

Notice—If agreement is not reached, a “Notice” document is sent to the nurse/nursing assistant. The Notice contains a time frame within which a hearing can be requested, and specifies the level of sanction that has been proposed. The nurse/nursing assistant is entitled to a hearing and is granted every opportunity to exercise that right. If the nurse/nursing assistant does not request a hearing within the allotted timeframe, the case goes to the OSBN for a decision by default. If the nurse/nursing assistant has a hearing and does not agree with the OSBN’s final decision, she/he can appeal to the Oregon Court of Appeals. If there is disagreement with the Court’s decision, the nurse/nursing assistant can appeal to the Oregon Supreme Court.

4. Disciplinary Sanctions:

The OSBN can impose a range of disciplinary sanctions:

Reprimand—A formal notice to the nurse/nursing assistant that OSBN standards have been violated. The nursing license or nursing assistant certificate is not “encumbered” since there are no

terms or conditions with which the nurse/nursing assistant must comply.

Civil Penalty—A fine of up to \$5,000.

Probation—An imposition of restrictions or conditions under which a nurse/nursing assistant must practice, including the type of employment setting or job role.

Suspension—A period of time during which a person may not practice nursing.

Revocation—A removal of a license or certification for an unspecified period of time, perhaps permanently.

Voluntary Surrender—An action on the part of the nurse/nursing assistant to give up her/his license or certificate rather than deal with potential suspension or revocation.

Denial of Licensure—An action by the OSBN not to issue a license or certificate.

If the Board issues a Notice of Proposed Disciplinary Action to a nurse/nursing assistant, that Notice is a public document and may be requested by the complainant. The Notice is essentially a statement of charges against the nurse/nursing assistant in question.

Approximately 70 percent of all complaints received by OSBN staff members are closed without disciplinary action. Upon investigation, OSBN investigators may determine the nature of a case doesn’t warrant action, based on board disciplinary policies. Or, it might be determined that no violations of statute or administrative rule occurred. Complainants may request a written explanation for cases that are closed without disciplinary action.

Due to the state law mentioned earlier, OSBN staff are not allowed to discuss specific investigations. Any disciplinary action taken by the OSBN during a Board Meeting is public information, however details of the investigations leading up to such actions are not.

If you have any questions concerning the OSBN complaint investigation process and disciplinary options, please contact the OSBN office at 971-673-0685.



Law Enforcement Data System (LEDS)

| Fiscal Year | CNA | | CMA | | RN | | LPN | | NP | | CRNA | | CNS | | Total | |
|---------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|
| | Number Checked | Percent Positive | Number Checked | Percent Positive | Number Checked | Percent Positive | Number Checked | Percent Positive | Number Checked | Percent Positive | Number Checked | Percent Positive | Number Checked | Percent Positive | Number Checked | Percent Positive |
| 2000 | 9,680 | 4.7% | 774 | 2.1% | 18,153 | .4% | 2,263 | 1% | 735 | .1% | NA | NA | NA | NA | 31,605 | 1.8% |
| 2001 | 10,405 | 5.1% | NA | NA | 22,823 | .6% | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| 2002 | 10,742 | 5.37% | 847 | 2.01% | 20,892 | .56% | 2,372 | .67% | 1,209 | .66% | NA | NA | NA | NA | 36,200 | 2.04% |
| 2003 | 6,462 | 3.9% | 457 | 2% | 11,468 | .5% | 1,272 | 1% | 424 | .7% | 119 | 0% | 46 | 2.2% | 20,261 | 1.6% |
| 2004 | | | | | | | | | | | | | | | | |
| Exam/Initial: | 3,568 | 6.89% | 174 | 1.15% | 2,270 | 1.2% | 437 | 2.7% | 178 | .06% | 45 | 0% | 18 | 0% | 6,690 | 4.3% |
| Endorsements: | 602 | 3.99% | 7 | 28.57% | 1,247 | .05% | 149 | .1% | 9 | 0% | 1 | 0% | 1 | 0% | 2,016 | .17% |
| Renewals: | 7,111 | 2.01% | 585 | 1.2% | 17,028 | .03% | 1,749 | .07% | 364 | .05% | 153 | 0% | 61 | .2% | 27,051 | .08% |
| Total: | 11,281 | 3.8% | 766 | 1.6% | 20,545 | .5% | 2,335 | 1.3% | 551 | .05% | 199 | 0% | 80 | 1.3% | 35,757 | 1.6% |

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Nurse Monitoring | Program

| As of June 30, 2004: | | <u>FY2000</u> | <u>FY2001</u> | <u>FY2002</u> | <u>FY2003</u> | <u>FY 2004</u> |
|---|-------------------------|---------------|---------------|---------------|---------------|----------------|
| Gender: | Male | 46 | 52 | 56 | 51 | 49 |
| | Female | 204 | 239 | 263 | 259 | 249 |
| License Type: | RN | 224 | 267 | 288 | 282 | 273 |
| | LPN | 20 | 19 | 26 | 25 | 22 |
| | NP | 5 | 4 | 3 | 2 | 1 |
| | CRNA | 1 | 1 | 2 | 1 | 2 |
| Illness Type: | Chemical Dependency | 203 | 188 | 192 | 218 | 213 |
| | Psychiatric Disorder | 21 | 29 | 26 | 12 | 8 |
| | Dual Diagnosis | 26 | 70 | 101 | 80 | 76 |
| | <u>Medical Disorder</u> | <u>0</u> | <u>4</u> | <u>0</u> | <u>0</u> | <u>1</u> |
| Total Active Participants: | | 250 | 291 | 319 | 310 | 298 |
| Disposition of Admissions: | | | | | | |
| Active in Program | | 250 | 291 | 319 | 310 | 298 |
| Voluntary Surrender | | 92 | 6 | 6 | 172 | 187 |
| Died/Suicide | | 10 | 11 | 13 | 17 | 22 |
| Moved Out of State | | 16 | 17 | 17 | 20 | 22 |
| <u>Completed Program</u> | | <u>125</u> | <u>152</u> | <u>207</u> | <u>255</u> | <u>330</u> |
| Total Admissions to Date (cumulative): | | 493 | 477 | 562 | 774 | 859 |

Please note: The OSBN Nurse Monitoring Program began in 1991. It is a five-year program.

FY 2003 Conduct Complaints Received

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| | Abandonment | Abuse/Neglect | Arrest/Conviction | Beyond Scope | Client/Family Dignity/Rights | Competence | Confidentiality | Delegation/Teaching/Supervision | Discipline in Another State | Educational Requirements | Failure to Perform Duties | Failure to Take Action | Fraud/Falsification of Application | Imposter | Medication Administration | Misconduct toward Co-worker | Misconduct Toward Patient | Misrepresenting Credentials | Physical/Mental Condition | Practicing Before Licensure | Recordkeeping | Sexual Misconduct | Substance Abuse | Theft from Patient/Employer | Other | Total |
|--------------|-------------|---------------|-------------------|--------------|------------------------------|------------|-----------------|---------------------------------|-----------------------------|--------------------------|---------------------------|------------------------|------------------------------------|----------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------|-------------------|-----------------|-----------------------------|----------|------------|
| CNA | 14 | 75 | 59 | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 5 | 2 | 16 | 1 | 5 | 2 | 3 | 1 | 4 | 1 | 1 | 11 | 70 | 9 | 2 | 288 |
| CMA | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 15 |
| LPN | 1 | 11 | 3 | 2 | 1 | 4 | 0 | 0 | 0 | 0 | 5 | 5 | 0 | 0 | 7 | 2 | 0 | 0 | 5 | 0 | 2 | 1 | 16 | 2 | 0 | 67 |
| RN | 7 | 20 | 15 | 9 | 6 | 9 | 4 | 4 | 1 | 0 | 5 | 15 | 14 | 2 | 7 | 3 | 6 | 4 | 15 | 3 | 6 | 8 | 55 | 4 | 3 | 221 |
| NP | 0 | 2 | 0 | 7 | 2 | 4 | 1 | 0 | 0 | 2 | 0 | 4 | 1 | 0 | 3 | 0 | 2 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 34 |
| CNS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CRNA | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 |
| Total | 22 | 112 | 77 | 23 | 10 | 19 | 5 | 4 | 1 | 2 | 15 | 28 | 32 | 3 | 26 | 7 | 11 | 3 | 24 | 4 | 9 | 22 | 147 | 15 | 6 | 627 |

FY 2004 Conduct Complaints Received

| | Abandonment | Abuse/Neglect | Arrest/Conviction | Beyond Scope | Client/Family Dignity/Rights | Competence | Confidentiality | Delegation/Teaching/Supervision | Discipline in Another State | Educational Requirements | Failure to Perform Duties | Failure to Take Action | Fraud/Falsification of Application | Imposter | Medication Administration | Misconduct toward Co-worker | Misconduct Toward Patient | Misrepresenting Credentials | Physical/Mental Condition | Practicing Before Licensure | Recordkeeping | Sexual Misconduct | Substance Abuse | Theft from Patient/Employer | Other | Total |
|--------------|-------------|---------------|-------------------|--------------|------------------------------|------------|-----------------|---------------------------------|-----------------------------|--------------------------|---------------------------|------------------------|------------------------------------|----------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------------------|-----------------------------|---------------|-------------------|-----------------|-----------------------------|-----------|------------|
| CNA | 7 | 50 | 93 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 3 | 0 | 38 | 1 | 4 | 1 | 4 | 0 | 1 | 5 | 2 | 3 | 73 | 8 | 9 | 312 |
| CMA | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 5 | 1 | 0 | 19 |
| LPN | 1 | 12 | 10 | 3 | 0 | 3 | 0 | 0 | 1 | 0 | 2 | 5 | 0 | 0 | 10 | 3 | 2 | 0 | 3 | 1 | 2 | 1 | 19 | 0 | 0 | 79 |
| RN | 4 | 40 | 22 | 6 | 6 | 23 | 4 | 2 | 2 | 0 | 3 | 6 | 14 | 3 | 21 | 6 | 4 | 2 | 16 | 3 | 5 | 1 | 59 | 10 | 6 | 268 |
| NP | 0 | 0 | 0 | 3 | 4 | 9 | 3 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 2 | 1 | 1 | 1 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 32 |
| CNS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CRNA | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 13 | 107 | 125 | 16 | 11 | 38 | 7 | 2 | 3 | 0 | 10 | 17 | 52 | 4 | 42 | 11 | 11 | 3 | 21 | 9 | 13 | 7 | 156 | 19 | 15 | 712 |

FY 2003 Disciplinary Actions

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| | Abandonment | Abuse/Neglect | Arrest/ Conviction | Beyond Scope | Client/Family Dignity/Rights | Competence | Confidentiality | Delegation/ Teaching/ Supervision | Discipline in Another State | Educational Requirements | Failure to Perform Duties | Failure to Cooperate | Fraud/ Falsification of Application | Imposter | Medication Administration | Misrepresented Credentials | Physical/Mental Condition | Practicing before Licensure | Recordkeeping/ Communication | Sexual Misconduct | Substance Abuse | Theft from Patient/ Employer | Violation of Board Order | Other | Total |
|--------------------------------|----------------|------------------------|-------------------------|-----------------------|---------------------------------|-----------------------|-----------------|---|--------------------------------|-----------------------------|------------------------------|-------------------------|---|---------------|------------------------------|-------------------------------|------------------------------|-----------------------------------|---------------------------------|--------------------------------|-----------------------------------|------------------------------------|-----------------------------|------------------------|--|
| Denial | 0 | 0 | 1 RN 2 CNA | 0 | 0 | 0 | 0 | 0 | 1 RN | 1 NP 1 CNS | 0 | 0 | 0 | 0 | 0 | 0 | 1 CNA | 0 | 1 RN | 1 CNA | 1 CNA 1 LPN | 0 | 0 | 0 | 3 RN 1 LPN 5 CNS 1 NP |
| Revocation | 0 | 0 | 2 RN 3 CNA | 0 | 0 | 1 RN | 0 | 0 | 2 RN | 0 | 0 | 2 RN | 0 | 0 | 0 | 0 | 2 LPN | 0 | 0 | 1 CNA | 1 CNA | 5 CNA | 6 CNA | 0 | 7 RN 2 LPN 16 CNA |
| Voluntary Surrender | 0 | 3 CNA | 1 RN | 0 | 0 | 0 | 0 | 1 RN | 0 | 0 | 1 CMA | 0 | 1 CNA | 0 | 1 CMA | 0 | 1 CNA 1 LPN 3 RN | 0 | 0 | 1 CNA | 1 NP 9 RN 5 CNA | 0 | 1 RN | 2 CNA | 1 NP 15 RN 1 LPN 13 CNA 2 CMA |
| Suspension | 0 | 1 LPN 1 CNA | 3 CNA | 0 | 0 | 0 | 0 | 0 | 1 LPN | 0 | 1 CNA | 1 RN 2 CNA | 1 RN 1 CNA | 0 | 0 | 0 | 1 RN | 0 | 0 | 2 NP | 6 RN 1 LPN 12 CNA | 0 | 1 CNA | 0 | 3 LPN 9 RN 21 CNA 2 NP |
| Probation | 1 CNA | 0 | 4 CNA | 1 NP | 0 | 1 NP | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 RN 1 LPN 48 CNA | 0 | 0 | 0 | 2 RN 1 LPN 2 NP 53 CNA |
| Reprimand | 1 LPN | 1 RN 2 LPN | 1 LPN | 1 NP 2 RN 2 CNA | 1 LPN | 2 RN | 0 | 1 RN | 0 | 0 | 0 | 0 | 0 | 0 | 4 RN 1 LPN 7 CMA | 0 | 0 | 0 | 2 RN 1 LPN | 0 | 0 | 1 RN | 0 | 1 RN 1 LPN | 14 RN 8 LPN 1 NP 2 CNA 7 CMA |
| Civil Penalty | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN | 0 | 0 | 0 | 0 | 35 RN 9 LPN | 0 | 0 | 0 | 0 | 0 | 0 | 36 RN 9 LPN |
| Order Modification | 0 | 0 | 2 RN | 0 | 0 | 1 RN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN 2 LPN | 0 | 0 | 1 RN 2 LPN | 0 | 0 | 0 | 1 LPN 2 RN 8 CNA | 0 | 0 | 0 | 7 RN 5 LPN 8 CNA |
| Direction | 2 CNA | 1 CNA | 2 RN 3 CNA | 1 CNA | 0 | 3 RN 1 NP 1 LPN | 0 | 1 RN | 0 | 0 | 1 CMA | 3 RN | 1 RN | 0 | 0 | 0 | 1 RN 2 LPN | 1 CNA | 1 LPN | 1 LPN 1 CNA | 5 RN 3 LPN 10 CNA | 2 CNA | 1 CNA | 1 CNA | 16 RN 8 LPN 23 CNA 1 NP 1 CMA |
| Other | 0 | 0 | 1 RN 1 LPN | 0 | 0 | 1 RN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 CMA | 0 | 2 RN 1 LPN 1 CNA | 0 | 0 | 1 RN 1 CNA | 7 RN 3 LPN 5 CNA | 0 | 0 | 1 RN 1 LPN 3 CNA | 13 RN 6 LPN 10 CNA 1 CMA |
| Total | 3 CNA 1 LPN | 5 CNA 3 LPN 1 RN | 9 RN 15 CNA 2 LPN | 2 RN 3 CNA 2 NP | 1 LPN | 8 RN 2 NP 1 LPN | 0 | 3 RN | 3 RN 1 LPN | 1 NP 1 CNS | 1 CNA 2 CMA | 6 RN 2 CNA | 3 RN 2 CNA | 0 | 5 RN 3 LPN 9 CMA | 0 | 8 RN 8 LPN 3 CNA | 35 RN 9 LPN 1 CNA | 3 RN 2 LPN | 1 RN 1 LPN 2 NP 5 CNA | 31 RN 10 LPN 1 NP 90 CNA | 1 RN 7 CNA | 1 RN 8 CNA | 2 RN 2 LPN 6 CNA | 122 RN 44 LPN 8 NP 1 CNS 151 CNA 11 CMA |

FY 2004 Disciplinary Actions

| | Abandonment | Abuse/Neglect | Arrest/Conviction | Beyond Scope | Client/Family Dignity/Rights | Competence | Confidentiality | Delegation/Teaching/Supervision | Discipline in Another State | Educational Requirements | Failure to Perform Duties | Failure to Cooperate | Fraud/Falsification of Application | Imposter | Medication Administration | Misrepresenting Credentials | Physical/Mental Condition | Practicing before Licensure | Recordkeeping/Communication | Sexual Misconduct | Substance Abuse | Theft from Patient/Employer | Violation of Board Order | Other | Total |
|----------------------------|-------------|----------------|------------------------|--------------|------------------------------|---------------------------------|-----------------|---------------------------------|-----------------------------|--------------------------|---------------------------|-------------------------|------------------------------------|----------|---------------------------|-----------------------------|--------------------------------|-----------------------------|-----------------------------|------------------------|--------------------------|-----------------------------|--------------------------------|-------|---|
| Denial | 0 | 0 | 2 CNA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 CNA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 CNA | 0 | 0 | 0 | 4 CNA |
| Revocation | 0 | 1 CNA | 3 CNA | 0 | 0 | 2 RN 1 LPN | 0 | 0 | 1 RN | 0 | 0 | 1 CNA | 0 | 1 RN | 0 | 0 | 0 | 0 | 0 | 1 CNA | 1 RN 1 CNA | 2 CNA | 1 LPN 2 CNA | 0 | 5 RN 2 LPN 11 CNA |
| Voluntary Surrender | 0 | 2 CNA | 0 | 0 | 1 CNA | 1 RN 1 LPN 1 CNA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN 1 CNA | 0 | 0 | 0 | 10 RN 1 LPN 4 CNA | 2 CNA | 0 | 1 CNA | 12 RN 2 LPN 12 CNA |
| Suspension | 0 | 0 | 0 | 0 | 0 | 1 NP | 0 | 0 | 0 | 0 | 0 | 4 RN 3 LPN 20 CNA | 1 CNA | 0 | 0 | 0 | 0 | 1 CNA 1 CMA | 0 | 0 | 2 RN 1 LPN 4 CNA | 0 | 1 NP 2 RN 2 LPN 4 CNA | 0 | 6 LPN 8 RN 30 CNA 1 CMA 2 NP |
| Probation | 0 | 0 | 2 CNA | 0 | 0 | 2 RN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 RN 1 LPN 31 CNA | 0 | 0 | 0 | 4 RN 1 LPN 33 CNA |
| Reprimand | 0 | 1 LPN 1 CNA | 0 | 0 | 0 | 2 NP 2 RN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN | 0 | 0 | 0 | 0 | 3 RN 1 LPN 1 CNA 2 NP |
| Civil Penalty | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN | 0 | 0 | 0 | 1 Emplr | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN 1 Employer |
| Order Modification | 0 | 0 | 0 | 0 | 0 | 1 NP | 0 | 0 | 0 | 0 | 0 | 0 | 1 CNA | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN | 1 LPN 4 RN 7 CNA | 0 | 0 | 0 | 1 NP 5 RN 1 LPN 8 CNA |
| Direction | 0 | 0 | 1 RN 1 LPN 1 CNA | 1 NP | 0 | 1 NP 4 RN | 0 | 0 | 0 | 0 | 0 | 0 | 1 CNA | 0 | 0 | 1 RN | 2 RN 1 NP 1 CNA | 0 | 0 | 2 LPN 1 CNA | 2 RN 1 LPN 4 CNA | 0 | 1 LPN 1 CNA | 0 | 10 RN 5 LPN 9 CNA 3 NP |
| Other | 0 | 2 CNA | 1 CNA | 0 | 0 | 2 LPN | 0 | 0 | 0 | 0 | 0 | 0 | 1 RN 1 CNA | 0 | 0 | 1 NP | 3 RN 2 LPN | 0 | 1 RN | 0 | 9 RN 2 LPN 4 CNA | 0 | 1 LPN 1 CNA | 0 | 14 RN 7 LPN 9 CNA 1 NP |
| Total | 0 | 6 CNA 1 LPN | 1 RN 9 CNA 1 LPN | 1 NP | 1 CNA | 11 RN 5 NP 4 LPN 1 CNA | 0 | 0 | 1 RN | 0 | 0 | 4 RN 3 LPN 22 CNA | 1 RN 4 CNA | 2 RN | 0 | 1 RN 1 NP | 6 RN 1 NP 2 LPN 2 CNA | 1 CNA 1 CMA 1 Emplr | 1 RN | 2 RN 2 LPN 2 CNA | 30 RN 7 LPN 56 CNA | 4 CNA | 1 NP 2 RN 5 LPN 8 CNA | 1 CNA | 62 RN 25 LPN 9 NP 117 CNA 1 CMA 1 Employer |

