

Montana NURSE

Volume 2 • Number 1

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BIRTHDAY

to the

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4 From The Executive Director
6 President’s Message
7 Standing Committee Appointments
7 Board Talk
8 Recent Board Actions
10 Nurses with 50 Years of Nursing Licensure
14 HAPPY 95TH BIRTHDAY — Montana State Board
 of Nursing: A Brief Look Back
16 Guiding Principles of Nursing Regulation
17 NCSBN Online Courses
18 Montana State Board Of Nursing Approved
 Nursing Education Programs
19 Nursing Education Standards and
 Supervised Clinical Experiences
20 Request for Records Change
21 License Discipline
21 Fee Schedule—Montana Board of Nursing
22 Montana State Board Of Nursing Contact Roster



HAPPY 95TH ANNIVERSARY TO THE MONTANA STATE BOARD OF NURSING!

This quarter’s newsletter cover features pictures of past Executive Secretaries of the Board of Nursing in Montana from the first paid appointment through 1999, at which time I began employment with the BON. Other individuals served in the position between 2003 and 2006, but I have no pictures of them.

Mary Munger, an honored and exemplary Montana nurse, has provided some historical background of the Board of Nursing in Montana for this publication. She and Dr. Therese Sullivan, along with

other distinguished nurses, have authored or contributed written histories of nursing in our state, citations of which are included in Ms. Munger’s article.

An interesting note for this anniversary year – the Board of Nursing members elected Kathy Hayden,

LPN Member, as its President for 2008-09. This is the first time, to my knowledge, that an LPN Member has served in this capacity. Congratulations, Ms. Hayden, for your commitment and time that it takes to serve as our Board President!

**CHANGES AFOOT!
CONTINUING EDUCATION AUDIT FOR APRNs COMING – WINTER 2009!**

A key change in the APRN rules relates to verification of continuing education. We did not require such verification as a condition of renewal for this renewal season. The renewal process required that the licensee sign an affidavit that he/she

did obtain the necessary continuing education for APRN licensure and, if applicable, Prescriptive Authority.

Should the audit uncover lack of compliance with these rules, the licensee’s records will be submitted to the Board’s Screening Panel for possible disciplinary action. The board staff members do not have the authority to act on audit results – only the Board has such authority.

Interestingly, when the Nevada BON completed their audit in 2007, they found that 40% of those nursing CE records audited demonstrated that the licensees had NOT met the continuing education requirements for license renewal (source: Nevada Board of Nursing newsletter published June 2007). I truly hope that our findings are much better as we conduct our first audit this coming winter.

Remember, signing an official document and swearing that renewal requirements have been met, while knowing that the statement is false, may be considered intentional misrepresentation or deception. Consequences of such actions are determined by the Screening Panel.

LPN RULES:

The Board’s regulations pertaining to the practice of Licensed Practical Nurses (LPNs) have been revised as well. The adoption procedure occurred in July 2008 at the meeting of the full board. The rule changes have been published by the Secretary of State’s Office and are now available on our website: www.nurse.mt.gov. Please make sure that you review the revised definitions (Subchapter 3) as well as the changes to Licensed Practical Nurse rules in Subchapter 10.

Kathy Hayden, LPN Member and Board President, summarizes the LPN rule changes in her President’s Address in this newsletter issue.

Always check directly with the Board of Nursing where the program is located if you are making a decision to invest your time and money in nursing education.



LICENSING, NURSING EDUCATION and FRAUD:

With changes in technology, and other impacting factors, boards of nursing (including Montana) are dealing with a significant increase in fraudulent documents submitted by license applicants. For example, individuals are hiring businesses to create fraudulent college transcripts, fraudulent license verification documents, and creating nursing programs that are not approved to educate nurses and prepare them for initial licensure.

These issues have a direct impact on application processing effectiveness and efficiency. They also have an indirect effect on the legitimate processes that boards use for verification of licensure and basic nursing education. Additionally, with a substantial increase in fraudulent nursing education programs around the country, boards of nursing are escalating efforts to locate and address such programs in their mission to protect the public.

Always check directly with the Board of Nursing where the program is located if you are making a decision to invest your time and money in nursing education. You'll want to make sure that program is approved by the respective state board for initial licensure. Don't wait until you complete the program to find out that your education does not qualify you for nursing practice. Consider the old adage that if it seems too good to be true, it probably is!

FINAL NOTE:

I look forward to meeting more of you in the coming months as I continue to travel around the state. Please feel free to call me if you wish to schedule a presentation or facilitate dialogue regarding nursing regulation issues!

Barbara Swehla, MN RN
Executive Director

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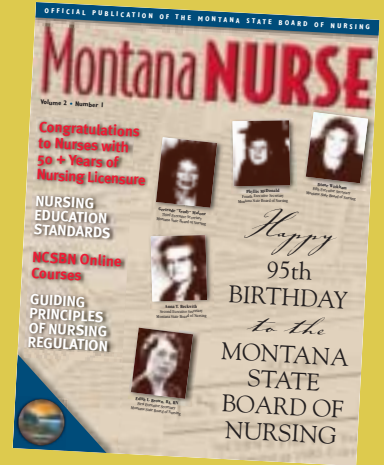
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MONTANA STATE BOARD OF NURSING
MONTANA NURSE



Magazine Schedule

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PUBLISHING DATE	AD DEADLINE
March 21	March 3
June 21	June 2
September 21	September 1
December 21	December 3

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With the rapidly changing healthcare environment, the demand for more responsibilities and competencies increases for all nurses.

WHAT CAN YOU DO as a Licensed Practical Nurse (LPN)? How many times have we heard this question? As our practice and the nursing profession have evolved, we find ourselves asking this question over and over. In 1997, the board was asked to address the issues facing LPNs, such as changes in current practice, tasks that could be performed safely by LPNs, and clinical decision making.

An area of greatest concern was the LPN's role in intravenous (IV) therapy. The board addressed this one by adopting rules that were believed to clarify which IV-therapy-related tasks and responsibilities can be safely handled by LPNs based on current technology and changes in IV products and packaging. The new rules are intended to more clearly define

the LPN's role in IV dressing changes, central lines, blood draws, and medication and fluid administration. All such decisions, whether they relate to RN or LPN practice, the Board ensures that there is evidence to support the decision and that stakeholders have had opportunity for input into the change process.

The Board's legislative mandate is to ensure public protection in all of its decisions and processes, and that periodic review of emerging practice issues at the national and state levels are also considered. With the rapidly changing healthcare environment, the demand for more responsibilities and competencies increases for all nurses, including LPNs. About 4 years ago, the Board recognized that changes in the LPN rules were necessary to further define what is appropriate for LPNs to provide in the current environment. The Board created a Task Force of stakeholders to take on this challenge and bring recommendations forward to the Board.

Several issues arose during the meetings of this Task Force, such as additional education requirements if the LPN role is to expand. The LPN has long been recognized by the Board as a vital healthcare team member and while

there are limitations to practice based on that level of licensure, improvements could be made to further develop the roles and responsibilities of the LPN and still maintain patient safety standards and not extend into RN practice.

As you review the new rules, the LPN's responsibilities are outlined and more succinct definitions are provided for initial and ongoing competence, appropriate supervision, and prohibited therapies based on level of licensure. However, healthcare institutions also need to ensure that policies and procedures are in compliance with the Board's regulations and the scope of practice for each level of nursing licensure.

Because the Board does not have jurisdiction over healthcare institutions/facilities, it cannot promulgate rules or provide directives to those entities. The Board holds the individual nurse responsible for ensuring that he/she has the knowledge and competence to perform allowable tasks or procedures as defined by rule, whether they relate to IV therapy or any other action by a licensed nurse.

The Board has adopted a Scope of Practice decision-making model to help individuals make sound nursing practice decisions when specific rules are not in place that address the variety of nursing practice situations. The recently updated model is available on our website: www.nurse.mt.gov. Please contact the board office if you need guidance in using the model.

This is an exciting step forward for LPN practice in Montana that is intended to support safe and effective overall delivery of nursing care. As LPNs, we will be able to further our knowledge through continuing education and meet competency requirements. This will, in turn, increase our effectiveness as a member of the healthcare team. The Board believes these changes provide guidance to nurses and allows us to better serve Montana citizens.

KATHY HAYDEN

LPN Board Member, Board President



MONTANA STATE BOARD OF NURSING STANDING COMMITTEE APPOINTMENTS

12/31/2008

Education Committee

Heather Onstad, RN – Chairperson
Deborah Hanson, Public Member
Karen Pollington, RN
Kathy Hayden, LPN
Sharon Dschaak, LPN

APRN and Practice Committee

Karen Pollington, RN –
Co-Chairperson for Practice
Sharon Dschaak, LPN
Deborah Hanson, Public Member
Kathy Sprattler, LPN
Connie Reichelt, APRN –
Co-Chairperson for APRN
Brenda Schye, Public Member
Laura Weiss, RN, APRN

Screening Panel

Karen Pollington, RN
Sharon Dschaak, LPN

Brenda Schye, Public Member
Heather Onstad, RN

Adjudication Panel

Kathy Hayden LPN, Chairperson
Deborah Hanson, Public Member
Kathleen Sprattler, LPN
Laura Weiss, RN

Budget Liaison:

Karen Pollington, RN Member

Legislative Liaison:

Brenda Schye, Public Member

Governance Ad Hoc

Committee:

Kathy Hayden, LPN Member,
President
Sharon Dschaak, LPN Member
Karen Pollington, RN Member,
Secretary

BOARD TALK

COME TALK TO THE BOARD

During each regularly scheduled meeting of the Montana State Board of Nursing, Board members hold a public comment period for people to talk to them on nursing-related issues.

If you want to speak during the public comment period, just check the meeting agenda for the date and time it will be held. Usually, the Board President opens the first day of the meeting by inviting public comment. Time is divided equally among those who wish to speak. For more detailed information regarding the public comment period, please call the board office.

WE'LL COME TALK TO YOU

Board staff will come speak to your organization on a range of nursing-related topics, including delegation, the impaired nurse, licensure and discipline processes, and the Nurse Practice Act.

Montana State Hospital

Montana State Hospital is the state's only public inpatient psychiatric hospital. Established by the territorial legislature in 1877, MSH was the first human services program in the state.

The Hospital provides innovative mental health services including quality psychiatric evaluation, treatment, and rehabilitation services for adults with severe mental illness.

Montana State Hospital is located in the Deer Lodge Valley between Butte and Missoula. This location is ideal for individuals or families seeking to locate in a smaller community with good schools. Easy access to local airports and the interstate freeway system make travel convenient. Nearby outdoor recreation opportunities abound and include hiking, downhill and cross-country skiing, snowmobiling, fishing, hunting, golf, rafting, kayaking, and wildlife watching.

We offer a competitive salary and benefits package as well as an excellent work environment. If you are intrigued by the idea of making a difference in the lives of patients, families, and the mental health system, find out what Montana State Hospital can offer.



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For more information about Montana State Hospital, contact: Telephone: 406-693-7000

E-mail: eamberg@mt.gov or tthun@mt.gov
On the web: <http://msh.mt.gov>

EDUCATION COMMITTEE:

SPECIAL REPORTS:

- University of Montana, College of Technology-Helena – first quarterly progress report as required by board order - reviewed and accepted
- Flathead Valley Community College – Spring 2008 survey report and program response – continued approval granted
- University of Montana, College of Technology-Missoula – Spring 2008 survey report and program response – conditional approval lifted - program now holds full approval

ANNUAL REPORTS:

- Carroll College – report accepted
- Salish Kootenai College – report accepted with letter to program regarding compliance with deadlines
- Montana State University, College of Technology-Billings – report accepted
- Miles Community College – report accepted with Letter of Notice regarding NCLEX pass rates
- Montana State University, Northern – report accepted
- University of Montana, Montana Tech-Butte – report accepted with change of program approval status to Conditional Approval related to continuing issues with NCLEX pass rates
- Montana State University, Great Falls COT – report accepted

FACULTY QUALIFICATIONS

- Education waivers granted for faculty from U of M Helena, College of Technology, Montana State University, Billings COT, and Miles Community College

APRN/PRACTICE COMMITTEE:

- Supervision of RN/LPN during cosmetic procedures was discussed: the Board does not intend to exclude APRNs from supervising RNs and LPNs performing procedures and will make the necessary changes to the

LPN and RN rules pertaining to performance of cosmetic procedures to include APRNs.

FULL BOARD:

NON-ROUTINE APPLICATIONS (for reasons of license discipline history, criminal history, or nursing education obtained in foreign country):

APPROVED:

- Michelle Briggs, Jessica Bray, James Forsman: grant licensure by exam upon successful completion of NCLEX
- Kimberly Miller, Virginia Jansen, Donna Sauls, Kevin Griffin, Patricia Hernandez, Sharon Vass, Bethany Bloom, Lisa Dunn, Monica Lang
- Foreign-educated endorsement applicants approved: Barbara Bayley, Catherine Sampson, Maureen Allen

DENIED:

- Karlyn Jarosch: Application for LPN Licensure by Exam denied; she may reapply to the Board after 6 months of successful participation in the NAP program
- John Beighle: Application for RN licensure denied on the grounds of unprofessional conduct statute # 37-1-316 (3) MCA

COMPLIANCE AND LEGAL UNITS:

Discussed statistics and trends related to license discipline and investigations.

BOARD POLICY AND PROCEDURES

APPROVED FOR:

- Licensing applicants with alcohol or drug convictions
- Military educated practical nursing applicants
- Managing complaints against montana nursing education programs

CONFIDENTIAL APPLICATION

DOCUMENTS NOT FOR PUBLIC DISCLOSURE: some documents and issues that may be discussed in relation to a license application in Executive Session upon recommendation

from legal counsel or at the request of the Board President/Presiding Officer due to the sensitive nature of some information about a given applicant. The Board may make a decision to go into Executive Session when the applicant's right to privacy outweighs the public's right to know. All materials and minutes related to Executive Session cannot be disclosed to the public.

The resulting Board decision regarding licensure, however, is made by the Board in open session, meaning the motion relating to licensure was made in open session and minutes are provided as a public document.

LEGISLATION:

Medication Aide In Long Term Care Facilities Proposal – may support legislation intended to request that a study be conducted during the next two years – draft will be available soon on the Legislature Website

Mental Health Monitoring Proposal that would incorporate mental health monitoring by the Nurses' Assistance Program for licensees who do not also have a chemical dependency issue
Prescription Drug Monitoring Plan – is supported by the BON

UNLICENSED PRACTICE COMPLAINTS:

Full Board Decisions

- Marcie Elyn Brooker – Missoula – examination applicant – 'Cease and Desist Order' to not practice nursing or hold herself out as a nurse unless licensed to do so
- Jennifer Cain – Miles City – 'Cease and Desist Order' for practicing nursing without the educational qualifications and nursing licensure
- Anna Northrup – Butte – 'Cease and Desist Order' for using a name badge indicating licensure as an LPN without holding an LPN license



Where it all comes together.



Based in Billings, Montana, Billings Clinic is a community-governed, not-for-profit multi-specialty group practice integrated with a 272-bed hospital, Level II trauma center, long-term care facility, and nearly 3,400 employees, including 230 physicians and 60 nonphysician providers. We are nationally recognized for exceptional quality achievements receiving Magnet™ designation in 2006 for nursing excellence. We are dedicated to excellent patient care, friendly service and leading-edge technology.

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Nursing's Highest Honor

Congratulations and Thank You to these RNs and LPNs who hold active Montana nursing licenses as of this date and have served the nursing profession for 50 years or more!

In this, our 95th year as a Board of Nursing, we wish to honor those licensed nurses who have served Montana citizens for many years. We are indeed privileged to be part of a profession that was one of the first to initiate nursing licensure and to establish standards for nursing licensure, practice and education. Thank you very much for your important contribution to nursing in Montana!

RN	PATRICIA J ABBOTT	11/22/54	MONTANA STATE COLLEGE	RN	DONNA MARIE DUNN	11/21/53	PRESENTATION SCHOOL OF NURSING
RN	THELMA C ALBRECHT	2/11/57	MONTANA STATE UNIVERSITY	RN	JANIS M A DYK	10/28/57	MSU BOZEMAN
RN	JUDITH C AMES	10/24/55	COLUMBUS SCHOOL OF NURSING	A	MARDELLE A EMBLETON	11/15/52	COLUMBUS SCHOOL OF NURSING
RN	SUSAN K ANDERS	9/13/54	ST PATRICK SCHOOL OF NURSING	RN	ESTHER E ENKERUD	2/14/53	MONTANA STATE UNIVERSITY
RN	ANNAH K ANDERSON	10/28/57	MSU BOZEMAN	RN	ORMA M FAIRBANK	11/22/54	ST PATRICK SCHOOL OF NURSING
RN	BESSIE N ARGO	10/28/57	ST PATRICK SCHOOL OF NURSING	RN	DIANE B FOLEY	3/1/55	UNIV OF MONTANA
RN	FRIEDA L. BARNETT	2/21/56	CARROLL COLLEGE-SISTERS OF CHARITY	RN	BARBARA J FORD	2/21/56	LSLLL
RN	MARLENE J BECK	10/28/57	ST PATRICKS SCHOOL OF NURSING	RN	CHRISTINE M FORSMAN	4/23/56	CARROLL COLLEGE
RN	GRACE DUNCAN BENESH	7/30/54	EASTERN MONTANA COLLEGE	RN	NORMA A FREDETTE	2/13/58	MSU BOZEMAN
RN	AVIS G BERKRAM	10/28/57	PRESENTATION SCHOOL OF NURSING	RN	MARSOLEE J FROEHLICH	10/24/55	ST PATRICKS SCHOOL OF NURSING
RN	KATHLEEN SCOTT BETTISE	2/21/56	SISTERS OF CHARITY SCHOOL OF NURSING	RN	MARLENE R GARRISON	10/24/55	ST PATRICKS SCHOOL OF NURSING
RN	J. A. BLANCHARD	10/28/57	U.S. ARMY NURSE PRACTITIONER/ADULT	RN	MARY GLEASON	10/28/57	MONTANA STATE UNIVERSITY
RN	PAULINE BOUGHTON	7/30/54	PRESENTATION SCHOOL OF NURSING	RN	CAROL F GODTLAND	6/29/55	MONTANA STATE UNIVERSITY
RN	L YVONNE BRADFORD	10/24/58	MONTANA STATE UNIVERSITY	RN	M JOANNE GREEN	3/1/55	GONZAGA UNIVERSITY
RN	NORMA J BRESTER	6/29/55	MONTANA STATE COLLEGE	A	JEAN AILEEN GUBSER	12/29/51	MONTANA STATE UNIVERSITY
RN	BETTY A BRISCOE	7/30/54	COLUMBUS SCHOOL OF NURSING	RN	ADRIENNE F GUE	10/28/57	MONTANA STATE UNIVERSITY
LPN	GERALDINE P. BROADHURST	12/10/54	NORTHERN MONTANA COLLEGE	RN	MILLY A GUTKOSKI	11/22/54	MONTANA STATE UNIVERSITY
RN	REITA B BROCKHAUSEN	10/24/55	MONTANA STATE COLLEGE	RN	NANCY HARRINGTON	10/28/57	COLUMBUS SCHOOL OF NURSING
APN	PATSY JEAN BRYAN	10/31/56	MSU BOZEMAN	RN	M MARJORIE HAUSE	2/20/54	CARROLL COLLEGE-SISTERS OF CHARITY
RN	SHIRLEY A BUDD	10/24/58	ST JAMES COMMUNITY HOSPITAL	RN	BERTHA PRISCILLA HAUX-KASPER	9/8/53	PRESENTATION SCHOOL OF NURSING
LPN	KAREN P. CALVERT	10/10/55	MISSOULA VO-TECH	RN	EVA M HENDRICKSON	6/29/55	SACRED HEART HOSPITAL
RN	ELAINE M CAMPBELL	10/28/57	COLUMBUS SCHOOL OF NURSING	RN	PATRICIA A. HENNEMAN	10/28/57	ST. PATRICK'S SCHOOL OF NURSING
RN	MARIANNE CASAGRANDA	10/28/57	MSU BOZEMAN	RN	MYRTLE M HERZOG	10/24/55	HOLY ROSARY HOSP/PRESENTATION SCHOOL OF NURSING
A	BARBRALEE ANN CLAERBOUT	2/17/51	SISTERS OF CHARITY SCHOOL OF NURS.	RN	JOYCE M HICKETHIER	10/24/58	COLUMBUS SCHOOL OF NURSING
RN	ANN C CLARK	10/24/58	PRESENTATION SCHOOL OF NURSING	RN	DORIS M HILL	10/31/56	ST JOSEPHS COLLEGE
A	BETTY LOUISE CLAY	12/29/51	ST PATRICK SCHOOL OF NURSING	RN	DORIS A HOFELDT	9/3/58	ST JOSEPHS SCHOOL OF NURSING
RN	CLAUDIA M CLONINGER	10/24/58	ST VINCENTS HOSPITAL	RN	GAYLE E HOLLAND	10/28/57	MONTANA STATE UNIVERSITY
A	MARY ELLEN CLOVER	11/28/49	HOLY ROSARY HOSP/PRESENTATION SCHOOL OF NURSING	A	THERESE MARIE HOLLAND	6/30/53	CARROLL COLLEGE/SISTERS OF CHARITY
RN	MARY I COLES	2/21/56	CARROLL COLLEGE-ST. JAMES UNIT	A	RAMONA IONE HONSTAIN	7/13/51	UNIV OF NO DAKOTA
RN	MAE J CORMIER	2/13/58	SISTERS OF CHARITY	RN	DAVIDA L HONSTAIN	11/22/54	PRESENTATION SCHOOL OF NURSING
RN	SHIRLEY ANN CUDNEY	6/30/53	UNIVERSITY OF WASHINGTON	RN	PHYLLIS HUBING	2/13/58	PRESENTATION SCHOOL OF NURSING
RN	SANDRA R DAVIES	11/5/45	MONTANA STATE UNVIERSITY	RN	HARRIET H HUMES	11/22/54	U OF M (NP PROGRAM)
RN	LENORE M DAVIS	10/31/56	COLUMBUS SCHOOL OF NURSING	RN	VIRGINIA F HUNT	5/23/58	BUTTE COMMUNITY HOSPITAL
RN	CORAL J DELGER	10/28/57	MONTANA STATE UNIVERSITY	RN	EDNA IVERNA HUNTSMAN	7/30/54	MONTANA STATE UNIVERSITY
RN	MARIA D'ANDREA DELGER	3/26/54	EDMONTON GENERAL HOSPITAL	RN	ADELIA M HURST	10/24/55	HOLY ROSARY HOSPITAL
RN	SHARON R DICKHOFF	10/28/57	COLUMBUS HOSPITAL SCHOOL OF NURSING	RN	DARLENE HUSEBY	10/28/57	PRESENTATION SCHOOL OF NURSING
RN	LINDA B DOIG	12/30/57	SANTA ROSA JR COLLEGE	RN	ESTHER E IRISH	4/23/56	ST JOSEPH HOSPITAL
RN	JEANEEN G DOUGHERTY	2/11/57	CARROLL COLLEGE	RN	DOLORES JABLINSKE	10/31/56	PRESENTATION SCHOOL OF NURSING
RN	MILDRED J DUNCAN	11/22/54	FLT SCHOOL WINGS	RN	JOANN K JABLONSKI	10/24/58	HOLY ROSARY HOSPITAL
				RN	BERNADINE JACOBSON	8/2/53	MILES COMM COLLEGE

50 YEARS OF NURSING LICENSURE

A	JOYCE K JACOBSON	3/11/49	ST. MARY'S SCHOOL OF NURSING
RN	BETTY J JEFFERY	3/1/55	CARROLL COLLEGE
RN	PATTIE J JOHNSON	10/28/57	MONTANA STATE UNIVERSITY
A	PAULINE C JONES	7/13/51	CALIFORNIA STATE UNIVERSITY
OT	MARGARET E JORGENSON	11/22/54	PRESENTATION SCHOOL OF NURSING
RN	AUDREY M JUROVICH	6/29/55	BRIGHAM YOUNG UNIV
A	JEAN L KAMPF	11/25/50	NORTHERN MONTANA COLLEGE
RN	LENORE KANNING	10/31/56	PRESENTATION SCHOOL OF NURSING
RN	MARGARET K KEITH	11/2/56	MERCY SCHOOL OF NURSING
RN	FRANCES I KENNEDY	2/11/57	MONTANA STATE UNIVERSITY
RN	PATRICIA M KROTT	10/24/58	MSU BUTTE COMMUNITY HOSPITAL
LPN	VIOLET M KUKUS	4/22/58	MERCY SCHOOL OF PRACT. NURSING
RN	HELEN J LEE	10/28/57	UNIVERSITY OF TEXAS @ AUSTIN
RN	JOYCE J LORENZ	2/13/58	PRESENTATION SCHOOL OF NURSING
RN	MARIE S MAHANA	2/21/56	ST JOSEPHS SCHOOL OF NURSING
RN	ETHEL M MAKI	10/28/57	MSU BOZEMAN
RN	CAROLYN MATHISON	10/24/58	HOLY ROSARY HOSPITAL
RN	GERALDINE J MCCORMICK	10/28/57	SISTERS OF CHARITY
RN	EVELYN M McDANIEL	2/5/58	MONTANA STATE UNIVERSITY
RN	MARJORIE H MCDONALD	10/28/57	ST PATRICK SCHOOL OF NURSING
RN	LOUISE S MCDONNELL	5/27/57	MONTANA STATE UNIVERSITY
RN	SUZANNE N McGEE	10/24/58	COLUMBUS SCHOOL OF NURSING
RN	LAVERNE D MCGREEVEY	11/17/58	SACRED HEART SCHOOL OF NURSING
RN	ANN L MCKENZIE	10/24/55	MONTANA STATE COLLEGE
RN	CAROL R MEHRENS	3/1/55	CARROLL COLLEGE
RN	EUNICE E MILLER-HILL	10/24/58	HOLY ROSARY HOSPITAL
RN	IRENE E MONACO	10/28/57	CARROLL COLLEGE
A	MARY ANN MOORE	6/30/53	MONTANA STATE UNIVERSITY
A	JOYCE E MURI	12/29/51	PRESENTATION SCHOOL OF NURSING
A	DORTHEA E MURRAY	7/27/49	NORTHERN MONTANA
RN	DARLENE J NICHOLSON	10/24/58	ST VINCENTS HOSPITAL
RN	BETTY JOYCE NIEMI	7/30/54	DEACONESS HOSPITAL
A	VELMA S OAKLAND	6/30/53	MONTANA STATE UNIVERSITY
RN	SARALOU V O'BRIEN	9/5/58	UNIV OF MINNESOTA
RN	LEANN M O'REILLY	10/28/57	COLUMBUS SCHOOL OF NURSING
APN	PATRICIA JEAN (KARLEN) ORIET	7/16/52	UNIV OF COLORADO
A	JOYCE OVERMIER	8/30/48	SIOUX VALLEY HOSPITAL
RN	JEANETTE PENROD	10/24/58	HOLY ROSARY HOSPITAL
RN	CARROL J PERRY	10/28/57	GOOD SAMARITAN
RN	ANDRÉ PEDERSON PHILBRICK	10/24/55	UNIV OF COLORADO
A	LAVERNA L PILATI	6/30/53	BILLINGS DEACONESS HOSPITAL
A	LENORE D POMEROY	11/25/50	EASTERN MONTANA COLLEGE
RN	DENISE M POWELL	2/13/58	ST JOSEPHS SCHOOL OF NURSING
RN	MARY E PYETTE	10/24/55	COLUMBUS SCHOOL OF NURSING
RN	CHARLOTTE E RAHN	4/26/57	SISTERS OF ST FRANCIS SCHOOL OF NURSING
A	LOIS RAMSETT	11/24/50	UNIV OF MINNESOTA
RN	VIRGINIA L REDFIELD	10/31/56	MSU BOZEMAN
A	MARY ALICE REHBEIN	7/6/50	TRINITY HOSPITAL
A	SHIRLEY G REINIG	7/22/50	CARROLL COLLEGE
RN	BETTY J REYNOLDS	10/24/55	COLUMBUS SCHOOL OF NURSING

RN	MILDRED C RIEDESEL	6/29/55	MONTANA STATE COLLEGE
RN	JOAN N RUCKMAN	5/7/57	ST MICHAELS SCHOOL OF NURSING
RN	ELEANOR M SALOIS	4/23/56	COLUMBUS SCHOOL OF NURSING
A	MARJORIE SAPP	2/14/53	SACRED HEART HOSPITAL SCHOOL OF NURSING
RN	NANCY M SCHENK	12/18/58	BRIGHAM YOUNG UNIVERSITY
RN	BARBARA SCHULKE	11/22/54	MONTANA DEACONESS
RN	MARY EMILY SCHULZ	7/7/58	MONTANA STATE UNIVERSITY
LPN	EILEEN SCOTT	5/15/54	PORTLAND COMM COLL
RN	ANNA S SHERER	7/30/54	MONTANA STATE UNIVERSITY
RN	JOAN L SHIMERDA	9/30/57	SISTERS OF CHARITY
RN	MAVIS F SHOTWELL	10/24/58	MSU DEACONESS HOSPITAL
RN	KIMBERLY A SIMKINS	2/20/54	ST JOHNS SCHOOL OF NURSING
RN	CECELIA R SMITH	10/31/56	PRESENTATION SCHOOL OF NURSING
RN	GERALDINE SMITH	11/21/53	MONTANA STATE COLLEGE-GREAT FALLS
RN	MADONNA A SMITH	11/22/54	ST. JOSEPH'S SCHOOL OF NURSING
RN	BETTY L SOL	6/29/55	MONTANA STATE COLLEGE
A	DOLINE R STANAWAY	7/16/52	CARROLL COLLEGE SCHOOL OF NURSING
RN	SHIRLEY STENDER	10/28/57	COLUMBUS SCHOOL OF NURSING
RN	JOYCE M STERNHAGEN	2/11/57	SISTERS OF CHARITY
A	ALICE L STILLWELL	6/30/53	MONTANA DEACONESS HOSPITAL SCHOOL OF NURSING
RN	MARZITA LOOMIS SUNDET	2/21/56	ST PATRICKS SCHL OF NRSG
RN	DOROTHY L SUTHERLAND	10/24/58	MSU DEACONESS HOSPITAL
RN	JANET M SWENSON	10/24/58	MSU DEACONESS HOSPITAL
RN	LOIS TEW	10/28/57	PRESENTATION S OF N
RN	SHIRLEY ANN	THENNIS	8/13/56 UNIV OF COLORADO
RN	SHIRLEY M THOMAS	10/24/58	MSU DEACONESS HOSPITAL SCHOOL OF NURSING
LPN	MARY L TILLEMANN	10/3/57	NORTHERN MONTANA COLLEGE
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RN	MARGUERITE TRESIDDER	3/1/55	ST JAMES COMMUNITY HOSPITAL SCHOOL OF NURSING
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RN	LILLIAN M WATTERS	10/28/57	COLUMBUS SCHOOL OF NURSING
LPN	CAROL R WILKINGS	10/3/57	NORTHERN MONTANA COLLEGE / LPN SCHOOL OF NURSING
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Careers with Healthcare Leader —

Welcome to Benefis, Montana's premier healthcare system and the largest healthcare community in the state. Each day our talented staff brings passion and skill to our patient community, providing exceptional care and, in turn, building rewarding careers.

Here you'll find a supportive working environment, an emphasis on teamwork and, at the heart of it all, a steadfast commitment to compassionate care. Whatever your healthcare experience and whatever your career goals may be, count on Benefis to provide you with all the support and resources you need to be your best.

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At Benefis Health System, we understand that a rewarding opportunity begins with solid compensation and benefits. You'll find ours to be progressive, comprehensive and very competitive. We offer a total compensation package designed to give you and your family a sense of security and well being.

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- Incentive pay
- Health insurance options, including wellness benefits, vision, dental and prescription drug insurance
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- Long-term disability
- Health and dependent care reimbursement accounts
- Scholarship programs
- Tax shelter annuities
- Financial planning seminars
- Life insurance
- College savings accounts
- Financial support program
- Selective sign-on bonuses and relocation packages

Growth in Your Career

Growing and advancing in your chosen field is, of course, important to you. It's also important to Benefis. That's why we support our nurses and allied health professionals with a variety of continuing education programs, including:

- Orientation Program and Ongoing Opportunities for Clinical Education
- Leadership Development



Montana's Benefis Health System

- Career Ladder Programs (for both RNs and Allied Health Professionals)
- RN Preceptor Program
- Career Advancement Programs such as Perioperative Nursing and Critical Care Programs

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Care and attention to the total person – physical, emotional and spiritual – is central to the Benefis mission. And this principle applies to employees as well as patients. To that end, we offer a wealth of programs designed to enhance your personal health and quality of life, such as our Team Wellness program, on-campus walking course and preventative healthcare services. Need dry cleaning dropped off or your car's oil changed? Our Concierge Service can help! It's one more way we work to ensure you're at your best, in your work and in your life.

The Good Life in Great Falls

Spectacular scenery. Personal charm. By offering the best of both, the city of Great Falls has become a center for commerce, industry and education, as well as a home to more than 56,000 people. Nestled in the high plains of Montana along the majestic Missouri River, the region is rich with recreational and cultural opportunities. Year-round outdoor recreation is, of course, plentiful, but the city is large enough to offer many cultural opportunities as well, including symphony, live theater and museums.

Great Falls also enjoys a cost of living index well below the national average. In fact, a recent study ranks Great Falls as the second most affordable housing market in the Western United States. For you, it means the "good life" in Great Falls is also very affordable.

Thank you for your interest in Benefis Health System. We encourage you to contact us to learn more at 406.455.5160 or 800.648.6620. Or apply online at benefis.org/jobs.



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HAPPY 95TH BIRTHDAY

Montana State Board of Nursing

A Brief Look Back

In 1912 nine “trained” nurses from across the state met and changed the face of professional nursing forever. Not only did they propose bylaws for chartering a statewide nurses’ association, but they endorsed a bill to be presented to the next legislature to establish a law that would distinguish nurses who had formal preparation from untrained women who were caring for the sick.

Over 50 nurses gathered for the first convention of the Montana Nurses’ Association in 1913, in Butte, to ratify the work of the small group and make plans for convincing the 1914 legislature to pass the bill. Two months later, the first Nurse Practice Act became law. The new law created a Board of Nurse Examiners composed of five “trained” nurses appointed by the Governor to set standards for education and practice of nurses desiring to be “registered” (Montana

Nurses’ Association, *Nursing in Montana, The Recent Past*, 1992, pg 102). The law has been amended through the years to reflect changes in nursing practice, the authority of the Board and its composition.

Crucial to the development and function of the Board were its Executive Secretaries. Frances Fredricks, the first Executive Secretary, served without pay for fifteen years (we had no picture of Miss Fredricks to put on our cover). Miss Edith L. Brown, BA, RN, was the first

paid Executive Secretary, employed from 1932 until 1941. During this time, she became Mrs. Edith Brown Hughes. Her successor, Anna T. Beckwith, RN, accepted the position in 1941 and stayed until her retirement in 1968 (Montana Nurses’ Association, *Nursing in Montana, The Recent Past*, 1962, pg 73).

Gertrude “Trudy” Malone, BA, RN, Phyllis McDonald, MN, RN, and Dianne Wickham, MN, RN followed, in that order, in subsequent years until 1999.

Notes on cover photos:

The picture of Miss Edith L. Brown, BA, RN with caption is from the E. Augusta Ariss (RN) book, *Historical Sketch of the Montana State Association of Registered Nurses and Related Organizations*, pg. 44 published by the Montana Nurses’ Association.

The picture of Anne T. Beckwith is from the book, *Montana Nurses’ Association, Nursing in Montana, The Recent Past*, 1992, pg 77.

The pictures of the other Executive Secretaries are from the book, *Montana Nurses’ Association, Nursing in Montana, The Recent Past*, 1992, pgs 77-80.



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I work at St. Pat's
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Guiding Principles of Nursing Regulation

Adopted by the 2007 NCSBN Delegate Assembly

Protection of the public

- Nursing regulation exists to protect the health, safety and welfare of the public in their receipt of nursing services.
- Involvement of nurses in nursing regulation is critical to public protection.

Competence of all practitioners regulated by the board of nursing

- Nursing regulation is responsible for upholding licensure requirements for competence of the various levels of nursing practice.
- Competence is assessed at initial licensure/entry and during the career life of all practitioners.

Due process and ethical decision making

- Nursing regulation ensures due process rights for practitioners.
- Boards of nursing hold practitioners accountable for conduct based on legal, ethical and professional standards.

Shared accountability

- Nursing regulation requires shared accountability for enhancing safe patient care.

Strategic collaboration

- Nursing regulation requires collaboration with individuals and agencies in the interest of public protection, patient safety, and the education of nurses.

Evidenced-based regulation

- Nursing regulation uses evidenced-based standards of practice, advances in technology, and demographic and social research in its mission to protect the public.



Response to the marketplace and health care environment

- Response to the marketplace and health care environment
- Nursing regulation requires timely and thoughtful responsiveness to the evolving marketplace.
 - Scope of practice clarity and congruence with the community needs for nursing care are essential.

Globalization of nursing

- Nursing regulation occurs at the state level and concurrently works to standardize regulations and access to licensure.
- Nursing regulation requires fair and ethical practices and policies to address the social, political, and fiscal challenges of globalization.

Reprinted courtesy of NCSBN

NCSBN Online Courses

- Delegate Orientation
- NCSBN 101 v.FY08
- NCSBN Learning Extension — CE Courses for Nurses
- NCSBN Learning Extension — CE for Faculty
- NCSBN Learning Extension — Nursing Student Courses

Informational brochures are offered for various audiences (e.g., member boards, committees, nurses, nurse employers, nurse educators, NCLEX candidates and the public). If you have questions about the brochures, need to request copies or additional information, contact a member of the Marketing and Communications Department at 312.525.3600 or e-mail communications@ncsbn.org.

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Join hundreds of educators across the country who subscribe to NCLEX Program Reports. These reports are the only source for detailed information about your graduates' performance on the NCLEX examinations. For more information on ordering, view the Program Report brochure (PDF 457k). If you would like a more detailed description, visit NCSBN's Program Report Web page.

Item Development - The NCLEX Examination Depends On You

NCSBN depends on nurses to assist in the NCLEX item development process. For more information on becoming an item writer, item reviewer or member of the panel of judges, download the Item

Development brochure (PDF 98k) or visit the Exam Development Opportunities section of this Web site.

You've Completed the NCLEX - But You Still Have Questions

This brochure (PDF 207k) is designed for candidates who have just completed the NCLEX. For more information on the NCLEX, visit the Candidate Basic Info Section of NCSBN's Web site.

Professional Boundaries - A Nurse's Guide to The Importance of Appropriate Professional Boundaries

This brochure (PDF 101k) is designed by NCSBN to help nursing students, educators, health care organizations and the public understand and apply the concepts of professional boundaries between a nurse and a client. If you are interested in ordering copies of the brochure (free of charge), e-mail your contact information as well as the quantity you would like to order to communications@ncsbn.org.

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MONTANA STATE BOARD OF NURSING APPROVED NURSING EDUCATION PROGRAMS

MONTANA STATE UNIVERSITY-BOZEMAN

Baccalaureate of Science in Nursing - BSN

115 Sherrick Hall PO Box 173560

Bozeman, MT 59717

Dean: Elizabeth Nichols, DNS, RN

Phone: (406) 994-3784

Approval through Fall 2008 (CCNE Accredited)*

MSU-BILLINGS-COLLEGE TECHNOLOGY

Associate Degree RN Program with Practical Nurse Opt Out

3803 Central Avenue

Billings, MT 59102

Program Director: Cindy Rossmith, MSN, RN

Phone: (406) 247-3073

Approval through Spring 2010 (new program for AS RN)

CARROLL COLLEGE

Baccalaureate of Arts in Nursing - BAN

1601 N Benton

Helena, MT 59625

Dept. Chair: Cynthia Gustafson, PhD, RN

Phone: (406) 447-5494

Approval through Fall 2011 (CCNE Accredited)*

MONTANA TECH OF THE U OF M - BUTTE

RN Associate of Science

25 Basin Creek Road

Butte, MT 59701

Program Director: Karen VanDaveer, MN, RN

Phone: (406) 496-3722

Conditional Approval in 2008 (NLNAC Accredited)*

MILES COMMUNITY COLLEGE – MILES CITY

RN Associate of Science

2715 Dickinson Street

Miles City, MT 59301

Program Director: Karla Lund, MSN, RN

Phone: (406) 234-3543

Approval with Letter of Notice through Fall 2014 (NLNAC Accredited)*

MSU GREAT FALLS - COLLEGE OF TECHNOLOGY

Certificate in Practical Nursing

2100 16th Avenue S

Great Falls, MT 59405

Program Director: Cheryll Alt RN, MSN

Phone: (406) 771-4362

Approval through Fall 2009

SALISH KOOTENAI COLLEGE - PABLO

RN Associate of Science

PO Box 117

Pablo, MT 59855

Director: Jacque Dolberry MS, RNC

Phone: (406) 675-4800

Approval with 2007 Letter of Notice through Fall 2013 (NLNAC Accredited)*

U OF M HELENA - COLLEGE OF TECHNOLOGY

1 + 1 PN Associate of Applied Science and RN Associate of Science

1115 North Roberts Street

Helena, MT 59601

Program Director: Sandra Sacry, MSN, RN

Phone: (406) 444-6800

Conditional Approval RN (2008); Approval with Letter of Notice PN (2007) – Next survey not scheduled

MONTANA STATE UNIVERSITY-NORTHERN

RN Associate of Science

PO Box 7751, Havre, MT 59501

Dean: Mary Pappas Ed.D, RN, APRN

Phone: (406) 265-3533

Havre contact: (406) 265-4196 • Havre Fax: (406) 265-3772

Approval with 2007 Letter of Notice through Fall 2013 (NLNAC Accredited)*

U OF M MISSOULA - COLLEGE OF TECHNOLOGY

1 + 1 PN Associate of Applied Science and RN Associate of Science

909 South Avenue West

Missoula, MT 59801

Program Director: Mary Nielsen, MSN, RN

Phone: (406) 243-7811 or (406) 243-7864

Approval through Fall 2013

FLATHEAD VALLEY COMMUNITY COLLEGE

Certificate in Practical Nursing

777 Grandview Dr, Kalispell, MT 59901

Director: (interim) Myrna Ridenour, MS, RN

Phone: (406) 756-3801

Fax: (406) 756-3353

Approval through Fall 2013

NOTE: All nursing education programs operating in the State of Montana must be approved by the Montana Board of Nursing to ensure qualified faculty supervision and compliance with the Board of Nursing statutes and rules relating to the education of nursing students for initial nursing licensure. The program operation includes all clinical, lab, and theory courses or experiences.

NURSING EDUCATION STANDARDS AND SUPERVISED CLINICAL EXPERIENCES

An important aspect of nursing regulation is being impacted by technological growth and changes in the higher education industry. All nursing education programs must be approved by their respective BONs in order for its graduates to qualify for nursing licensure. Citizens of a rural, frontier state such as Montana are gaining access to higher education at an incredible rate because of technology, a change that is both exciting and concerning.

All Montana BON-approved nursing programs provide supervised clinical experience as part of their education process. As such, the MT BON is confident that nursing students from these Montana programs are being supervised by qualified faculty as they learn patient care procedures on real patients. An important outcome for nursing education in this state is that new graduates can be reasonably expected to practice nursing safely and effectively.

Clinical experiences continue to be an important aspect of quality nursing education, which is supported by evidence obtained through quality nursing research. A program that does not have supervised clinical cannot ensure the public that new graduates are sufficiently prepared to take on the new professional roles and responsibilities. We believe this variation from the MT BON education program standards negatively impacts the ability of the BON to protect the public — its legislative mandate.

Some programs operating in Montana, but are approved by another BON jurisdiction, do not provide supervised clinical experiences for nursing students. If that program has been approved by the Board of Nursing in its primary state of operations, we are currently expected to accept their graduates for licensure by examination or endorsement.

The Montana BON will be addressing this issue in upcoming meetings, as have many other board of nursing jurisdictions.

Some states require a certain amount of supervised clinical following graduation from one of these programs prior to licensure. Some accept applicants for licensure by endorsement as long as the applicant has had at least six months' nursing experience in another state. Others do not accept these graduates at all for initial licensure by examination.

The primary rationale for such decisions is that these programs do not meet the nursing education requirements in the state where the licensing decision is being made.

Stay tuned for more information on this topic. You are welcome to contact Barb Swehla at bswehla@mt.gov or (406) 841-2342 if you have any questions or comments.

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Montana State Board of Nursing

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Name	City	State	License #	License Type	Disciplinary Action
MICHELLE CLARK	GOODYEAR	AZ	27732	RN	10/14/08 Probation Lifted
MICHAEL POLSIN	HOLLYWOOD	MD	14665	RN	10/14/08 Revoked
LAURA ROBINSON	BILLINGS	MT	29585	RN	10/14/08 Revoked
JAMIE PAGE	BOZEMAN	MT	9014	LPN	10/14/08 Suspended
NINA GODDARD	DEER LODGE	MT	28602	LPN	10/14/08 Monitored Practice (1 yr) Remedial Education Chemical Dependency Evaluation
KATHRYN HALVORSEN	FORT SMITH	MT	35287	LPN	10/14/08 Probation (Concurrent with WA)
LINDA PAYNE	GLENDIVE	MT	2654	LPN	10/14/08 Monitored Practice (1 yr) Remedial Education Permanent Practice Restrictions
PAMELA WYSE	GLENDIVE	MT	33452	RN	10/14/08 Probation (3 yrs) Nurses' Assistance Program
CINDY FARRELL	HELENA	MT	5954	LPN	10/14/08 Nurses' Assistance Program (1 yr)
SHERRIE GOODY	MELROSE	MT	18926	RN	10/14/08 Nurses' Assistance Program
CYNTHIA COOPER	MISSOULA	MT	24781	RN	10/14/08 Suspended
DANA FISCUS	MISSOULA	MT	32136	LPN	10/14/08 Probation Nurses' Assistance Program
LELA GALLAGHER	MISSOULA	MT	32955	LPN	10/14/08 Probation (1 yr) Monitored Practice (1 yr) Restricted Practice Remedial Education
MINDY WALKER	MISSOULA	MT	28453	LPN	10/14/08 Suspended
DONNA WIERSON	MISSOULA	MT	14742	RN	10/14/08 Probation (3 yrs) Nurses' Assistance Program
R. CRANE PAXTON	CUT BANK	MT	33372	RN	11/24/08 Summary Suspension
ROBERTA RIGSBEE	NAVAL AIR STATION/ JRB	TX	31412	RN	10/14/08 Suspended

FEE SCHEDULE—MONTANA BOARD OF NURSING

SERVICE Application	FEE	SERVICE Late Fees	FEE
Advanced Practice-Application	75.00	Advanced Practice-Active Late	50.00
LPN/RN-Endorsement Application	200.00	Advanced Practice-Inactive Late	30.00
LPN/RN-Examination Application	100.00	Advanced Practice-Suspended Late	25.00
LPN/RN-Re-Examination Application	100.00	LPN/RN-Active Late	100.00
Medication Aide-Examination Application	25.00	LPN/RN-Inactive Late	50.00
Medication Aide-Re-Examination Application	25.00	LPN/RN-Suspended Late	50.00
Prescriptive Authority-Application	100.00	Medication Aide-Late	20.00
Temporary Permits		Medication Aide-Suspended Late	10.00
Advanced Practice-Temporary Permit	35.00	Prescriptive Authority-Late	75.00
LPN/RN-Temporary Permit	25.00	Changes	
Renewals		Advanced Practice-Inactive to Active Change	20.00
Advanced Practice-Active Renewals	50.00	LPN/RN-Inactive to Active Change	50.00
Advanced Practice-Inactive Renewals	30.00	Miscellaneous	
Advanced Practice-Suspended Renewals	25.00	Duplicate License	5.00
LPN/RN-Active Renewals	100.00	Duplicate Wall Certificate	20.00
LPN/RN-Inactive Renewals	50.00	History	20.00
LPN/RN-Suspended Renewals	50.00	NSF Check Fee	30.00
Medication Aide-Renewals	20.00	Verification	20.00
Medication Aide-Suspended Renewals	10.00		
Prescriptive Authority-Renewals	75.00		

CONTACT ROSTER

QUESTION	CONTACT
<ul style="list-style-type: none"> • License Renewal or Re-Activation • License Verification • Duplicate License • Rule Book Orders • General Licensing Questions 	<p>Shelly Gloege OR Kelly Pfeifer (406) 841-2397 (406) 841-2345 Licensing Specialist Licensing Specialist sgloege@mt.gov kpfeifer@mt.gov</p>
<ul style="list-style-type: none"> • Name/Address Change • Applications for License by Examination • Foreign Applicants • Applications for Medication Aide License by Examination 	<p>Shelly Gloege (406) 841-2397 Licensing Specialist sgloege@mt.gov</p>
<ul style="list-style-type: none"> • Applications for Licensure by Endorsement • APRN Applications • Prescriptive Authority Applications • Non-routine Applications 	<p>Kelly Pfeifer (406) 841-2345 Licensing Specialist kpfeifer@mt.gov</p>
<ul style="list-style-type: none"> • Board of Nursing Newsletter 	<p>Barbara Swehla (406) 841-2342 Executive Director bswehla@mt.gov</p>
<ul style="list-style-type: none"> • Nursing Practice • Applications for Medication Aide Instructor and Program • NCLEX Accommodations 	<p>Barbara Swehla (406) 841-2342 Executive Director bswehla@mt.gov</p>
<ul style="list-style-type: none"> • Formal Nursing Education • NCLEX Accommodations • Meeting Agenda Item Requests • Requests for Presentation of BON Issues in your Facility and/or Community 	<p>Barbara Swehla (406) 841-2342 Executive Director bswehla@mt.gov</p>
<ul style="list-style-type: none"> • Disciplinary Issues • Complaint Process • License Suspension and Reinstatement 	<p>Dustin Johnson (406) 841-2344 Compliance Specialist djohnson@mt.gov</p>
<ul style="list-style-type: none"> • Meeting Information • APRN License Verifications 	<p>Cari Harris (406) 841-2340 Program Manager caharris@mt.gov</p>



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