Practice FAQ: Employment Issues
Maintaining Professional Boundaries: Case Study
The Use of Light-Based Medical Devices

LPNs: New Online Renewal Process in 2008
Nurses Need to Complete 5 minute survey. See info on page 5.
TriHealth continues increasing our capacity to care with the completion of a $270 million expansion of our top-rated hospitals, Bethesda North and Good Samaritan. These expansions provide you with additional options; scheduling, location and career options that help you succeed in caring for others, their families and yourself everyday.

TriHealth is looking for EXPERIENCED RNs at Bethesda North and Good Samaritan for new and expanding units including:

Med/Surg • Critical Care • Telemetry • Emergency Department • as well as other areas of care.

Whether you choose one of our award-winning hospitals or one of our more than 50 additional health care service locations, TriHealth has a home for you. If you are a new grad or an RN with years of solid nursing experience, give us a call. We offer exceptional clinical and professional growth opportunities making a nursing career at TriHealth an option worth exploring.

Find out why so many of our area RNs call TriHealth “home.”

Call our nurse recruiters:
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Bonnie at Bethesda North, 513-745-1151.

Apply on line or send/fax your resume:
www.trihealth.com
TriHealth Human Resources
375 Dixmyth Avenue, Cincinnati, OH 45220
Fax 513-872-3672
**MOMENTUM**

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Lisa Klenke, MBA, RN
Vice-President
J. Jane McFee, LPN
Executive Director
Betsy J. Houchen, RN, MS, JD

The mission of the Ohio Board of Nursing is to actively safeguard the health of the public through the effective regulation of nursing care.

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Momentum reaches every Nurse and Dialysis Technician, every Hospital and Nursing School Administrator in the State of Ohio. Over 210,000 copies are addressed and mailed statewide. Estimated readership is well over 540,000 with each issue.

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Recruitment

Ohio Board of Nursing  3
It is with great pleasure that I greet you upon being elected President of the Ohio Board of Nursing at the November 2007 Board meeting. I have served on the Board for six years and am honored to now serve as President. Other officers elected are J. Jane McFee, LPN, as Vice-President, and Debra Broadnax, RN, MSN, CNN, re-elected as Board Supervising Member for Disciplinary Matters.

As we begin our new roles, we want to acknowledge and thank Cynthia Krueger, RN, MSN, and Teresa Williams, LPN, who served as Board President and Vice-President respectively from 2006-2007. Board members and staff have truly appreciated their leadership. We also want to recognize Judith Brachman, the consumer member of the Board whose term has expired. We will greatly miss her wisdom, experience, and regulatory expertise.

Also at the November meeting, the Board appointed Janet Boeckman, RN, MSN, CPNP, as the Board’s Education Liaison. The Board’s Education Liaison works with staff to review nursing education programs prior to the programs being presented to the full Board for approval or re-approval.

Lastly, the Board appointed members and Chairs for the Advisory Groups. The Chairs are Board Members Anne Barnett, BSN, RNC, CWS, Advisory Group on Continuing Education; Debra Broadnax, RN, MSN, CNN, Advisory Group on Dialysis; and Kathleen Driscoll, JD, MS, RN, Advisory Group on Nursing Education. Jacalyn Golden, MSN, CRNP, will continue her term as Chair of the Committee on Prescriptive Governance.

Advisory Groups meet throughout the year to provide recommendations to the Board on various programs and issues. The following are scheduled meetings for 2008:

- Continuing Education – February 15; May 2; October 17
- Dialysis – February 26; April 22; August 12; October 14
- Nursing Education – February 14; June 12; October 9
- Committee on Prescriptive Governance – January 7; May 5; September 8

During 2008, Board meetings are scheduled to begin at 8:30 a.m. on Thursdays and resume on Friday to complete business. In addition to Board meetings, the Board members convene for a Board Retreat to discuss issues and develop a strategic plan. In November, the Board plans to meet on Wednesday to conduct a public hearing for administrative rules being considered by the Board.

Meetings scheduled for 2008 are as follows:

- January 17-18
- March 13-14
- April 14-15 (Retreat)
- May 15-16
- July 17-18
- September 18-19
- November 19-21

Board meetings are held at the Board office, 17 South High Street, Suite 400, Columbus, Ohio. The Board Retreat is generally scheduled at a location outside of the Board office. All meetings convened by the Board, including the Board Retreat and Advisory Group meetings, are open meetings and the public is welcome to attend. To confirm dates, locations, and times, please call (614) 466-6940 or e-mail board@nursing.ohio.gov.

Please visit the Board Web site at www.nursing.ohio.gov for updates.
and information throughout the year. Also, remember to subscribe to the OBN eNews, an announcement service distributed via e-mail to your work or personal account. Subscribers to this news service periodically receive meeting notices and information about practice issues, rules hearings, potential law changes, etc.

THE BOARD ASKS NURSES TO COMPLETE THE NURSING WORKFORCE SURVEY!

The Board is conducting a Nursing Workforce Survey to provide a “snapshot” of the nursing workforce in Ohio.

The survey takes about 5 minutes to complete electronically through SurveyMonkey™ that you can access through a link on the Board web site (www.nursing.ohio.gov).

If you do not have access to a computer at home, check with your employer to see if they have a computer that can be used to complete this important web based survey. Your local library may also have computers available for public use.

The survey consists of questions to gather information about work setting, employment status, education, practice area, ethnicity, age, and plans to continue to practice nursing.

Please complete the survey to provide vital information about the nursing workforce in Ohio!

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At Hondros College, we provide quality education to motivated and qualified students who are ready to help others and make a difference. We prepare each student with the knowledge and skills to be a caring, smart and attentive nurse.

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We Are Hiring Nursing Faculty!
Visit http://jobs.hondros.edu or email dulrich@hondros.edu
Greetings! Looking back on last year, we wanted to give you an update of our activities for state fiscal year 2007. We wish you well in 2008!

The Board adopted the following Strategic Initiatives to promote public safety and the safe practice of nursing:
1. Assure licensees and certificate holders meet statutory and regulatory requirements to be licensed or certified to practice in Ohio and are appropriately credentialed to practice, while maintaining an efficient and effective system to license or certify applicants as quickly as possible to enter or remain in the workforce.
2. Efficiently handle complaints, investigations, and adjudications to safeguard the health of the public and, in cases involving chemical dependency or practice issues, provide alternatives to discipline programs, if determined appropriate.
3. Approve pre-licensure education programs to assure the programs maintain academic and clinical standards for the preparation of entry-level nurses.
5. Address pertinent regulatory issues and requirements for licensees and certificate holders and provide greater clarity about the requirements to those regulated by the Board.
6. Implement technological systems to increase organizational efficiency and the use of resources.

SCOPE OF ACTIVITIES
In fiscal year 2007, the Board regulated over 219,000 licensees and certificate holders, as compared to approximately 191,000 in 2002, and more than any other Ohio Board or Commission.

Education
• Provided oversight, approved or re-approved 139 pre-licensure nursing education programs

Licensing, Certification, and Renewal
• Issued over 7,700 certificates of authority for Certified Nurse Practitioners, Clinical Nurse Specialists, Certified Nurse Midwives, and Certified Registered Nurse Anesthetists
• Issued approximately 3,400 certificates to prescribe
• Certified 1,194 dialysis technicians, 59 community health workers, and 35 medication aides
• Issued licenses by examination to over 9,000 applicants
• Issued licenses by endorsement to over 2,600 applicants

Continued Competency
• Maintained license and certificate renewal every two years
• Audited the continuing education of over 7,000 individuals over a two year period
• Provided oversight or re-approval to 11 Ohio Board of Nursing (OBN) Approvers of Continuing Education Practice

• Established Board Committees on Practice to review issues
• Implemented four Interpretative Guidelines for practice guidance

Compliance and Discipline
• Processed approximately 3,700 complaints
• Took action on an average of 200 disciplinary cases at each Board meeting

Alternative Programs to Discipline
• Provided an Alternative Program for Chemical Dependency
• Provided the Practice Intervention and Improvement Program (PIIP)

Medication Aide Pilot Program
• Approved two nursing homes and six assisted living facilities to participate in the Medication Aide Pilot Program.

ADMINISTRATION
Administration provided operational support to the program areas, including fiscal and human resource management, legal, legislative and regulatory matters, information technology, grant programs, and communications.

The Board provided licensing and discipline data to a national database estab-
We offer the **fastest, easiest and most secure** electronic fingerprint background check for **nursing school entrance, clinicals, state licensing exams, and hiring.**

- Ohio BCI & FBI checks

**Our convenient locations**
Hours: Monday-Friday 9:00 a.m.-5:00 p.m. & Saturday 9:00 a.m.-12:00 p.m. (unless noted)

**Columbus Area:**
Bethel Centre
1486 Bethel Road
Columbus, OH 43220
Hours: Mon.-Fri. (8:00 a.m.-5:00 p.m.), & Sat. (9:00 a.m.-12:00 p.m.)

Westerville
4140 Executive Parkway
Westerville, OH 43081

Delaware BMV
8625 Columbus Pike
Lewis Center, OH 43035
Hours: Mon., Thu. and Fri. (8:00 a.m.-5:00 p.m.), Tues. and Wed. (8:00 a.m.-6:30 p.m.) & Sat. (8:00 a.m.-12:00 p.m.)

**Dayton & Cincinnati Area:**
Fairborn
1810 Successful Drive
Fairborn, OH 45324

West Chester
7600 Tyler’s Place Blvd
West Chester, OH 45069

Mason
4605 Duke Drive, Suite 115
Mason, OH 45040

**Toledo Area:**
6135 Trust Drive, Suite 110
Holland, OH 43528

**Cleveland & Northern Ohio Area:**
Mentor
7350 Industrial Park Blvd.
Mentor, OH 44060

Independence
4100 Rockside Road, 2nd floor
Independence, OH 44131

Akron
1505 Corporate Woods Parkway, Suite 100
Uniontown, OH 44685

Youngstown: Atway & Cochran, LLC
19 East Front St
Youngstown, OH 44503
Hours: M-F, (9:00 a.m.-12:00 p.m. and 1:00 p.m.-4:00 p.m.)

Questions? Or for more information:
Call 614.457.8900 or 1.877.932.2435 or visit www.fastfingerprints.com
lished by National Council of State Boards of Nursing (NCSBN), known as NURSYS™. States share their licensure information, including disciplinary actions, with each other through the database.

The Board convened Advisory Groups for Continuing Education, Nursing Education, Dialysis, and the Committee on Prescriptive Governance. These groups met throughout the year to advise the Board on program areas and proposed administrative rules.

Board members and staff were active with NCSBN and represented Ohio on committees of the organization. The Executive Director was elected to the NCSBN Board of Directors. This participation enabled Ohio to work with other nursing regulatory boards across the country to enhance the effectiveness and expertise of the Board.

The Board completed the five-year review of administrative rules as required by Revised Code section 119.032 and also amended two administrative code chapters that were not scheduled for five-year review, Chapter 4723-14 (Continuing Education) to amend certain continuing education requirements, and Chapter 4723-18 (Practice Intervention and Improvement Program) to update the PIIP rules. A total of ninety-two (92) rules were filed with an effective date of February 1, 2007.

To communicate with the public and licensees and certificate holders, the Board issued Momentum on a quarterly basis; updated the Web site regularly to include a newly designed practice page, disciplinary actions, Board meeting materials, upcoming events, FAQs, downloadable forms, and proposed rule changes; and used an electronic mailing service to send out news and time sensitive e-mail announcements.

The Board maintained an ongoing liaison and working relationship with multiple state agencies, nursing groups, and other health care stakeholders to foster information sharing.

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Fast-growing organization, committed to establishing high quality educational programs nation-wide offers career opportunities to individuals with a strong commitment to excellence in nursing. Licensed. State Board Approved. NLNAC Accredited.

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Send C.V. to khill@edaff.com
Kathy Hill, Vice President of Nursing Education Affiliates
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Land O Lakes, FL 34638

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Home Health Care
Inpatient Rehab
CVOR
OR
Director of ER

For complete job descriptions, and to apply online, please visit us at:
www.communityhealthpartners.jobs

You may also forward your resume to: Community Health Partners, Attn: HR, 3700 Kolbe Rd., Lorain, OH 44053; Fax: 440-960-4629. EOE
All meetings of the Advisory Groups begin at 10:00 AM (unless otherwise noted) and are held in the Board office. If you wish to attend one of these meetings, please contact the Board office at 614/466-6940 to determine any change in the location, date or times from those listed.

**Advisory Group on Nursing Education**—February 14, June 12, and October 9.
Chair: Kathleen Driscoll, JD, MS, RN

**Advisory Group on Dialysis**—February 26, April 22, August 12, and October 14.
Chair: Debra Broadnax, MSN, RN, CNS

**Advisory Group on Continuing Education Approvers**—February 15, May 2, and October 17.
Chair: Anne Barnett, BSN, RNC, CWS

**Committee on Prescriptive Governance**—January 7, March 10, May 5, and September 8.
Chair: Jacalyn Golden, MSN, CNP

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### 2007 Members

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<th>City</th>
<th>Term Expires</th>
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<tr>
<td>Lisa Klenke, MBA, RN, CNA, <strong>President</strong></td>
<td>2008</td>
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<td>J. Jane McFee, LPN, <strong>Vice President</strong></td>
<td>2008</td>
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<td>Debra Broadnax MSN, RN, CNS, <strong>Supervising Member for Disciplinary Matters</strong></td>
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<td>Judith Brachman, <strong>Consumer Member</strong></td>
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<td>Cynthia A. Krueger, RN, MSN</td>
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<td>Teresa L. Williams, LPN</td>
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<td>Elizabeth Buschmann, LPN</td>
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<td>Kathleen O’Dell, RN, M.Ed., N.C.S.N</td>
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<td>Janet L. Boeckman, RN, MSN, CPNP</td>
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<td>Patricia Burns, LPN</td>
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<td>Kathleen Driscoll, JD, MS, RN</td>
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<td>Anne Barnett, BSN, RNC, CWS</td>
<td>2010</td>
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<td>Eric I. Yoon, MSN, ACNP, CCNS</td>
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If you’re an RN looking to advance your career, not to mention your life, you can earn your BSN in as few as 3 semesters at CHAMBERLAIN College of Nursing. Classes are flexible in 8-week online sessions, with generous transfer credits based on prior experience. Tuition reimbursement and financial aid may also be available. So now what’s keeping you from going back to school? You can do this! Visit chamberlain.edu/rnbsn or call 888.673.3879. Now enrolling for the fall session.

Program availability varies by location.
The $270 million expansion of our top-rated hospitals, Bethesda North and Good Samaritan is complete. Good Samaritan Hospital, north of Downtown Cincinnati, just opened a new 10-story patient tower. Bethesda North Hospital, located in a progressive northeast suburb of Cincinnati recently opened its own seven-story tower. New and expanded units are state-of-the-art with the latest in patient amenities, healing environment features, technology and computerization.

expanding your options

Excellent career opportunities are available providing scheduling and location options. Experienced RNs are preferred for select units, however, new grads are welcome to join our team and begin building a solid nursing foundation. Comprehensive orientation programs as well as new-hire support and mentoring programs are a valuable part of the TriHealth nursing experience.

Here is what our nurses have to say:

- **“At TriHealth, I have the ability to move from one area to another.”**
  Variety and Flexibility – Our nurses can choose from a variety of specialty areas and scheduling options that help create a balanced lifestyle.

- **“TriHealth nurses have a positive attitude. We help one another.”**
  Teamwork – Staff nurses actively participate in decision making and quality improvement. The collaborative effort of nurses, physicians, health care professionals and administrators creates a work environment of support and mutual respect.

- **“TriHealth has a good orientation program and a good learning atmosphere.”**
  Professional Growth – Orientation and mentoring programs help new nurses get started. All TriHealth nurses are encouraged to develop themselves through specialty certifications, onsite clinical and career development programs, an onsite RN to BSN program and decision making committees.

- **“TriHealth feels like where I belong; I love the atmosphere.”**
  Job Satisfaction – In addition to receiving a competitive salary and benefits package, TriHealth nurses have the satisfaction of knowing they are making a difference in a setting where values matter and where there is a deep commitment to excellence and service.

“It takes a team effort to give good patient care. When everyone cooperates you’re able to address the patient’s needs above and beyond basic nursing care.”

Pat Perkins RN, Good Samaritan Hospital Outpatient Treatment Center

TriHealth is an equal opportunity employer.
“I believe every nurse should start off on a medical-surgical unit. You get a broader appreciation of nursing and there’s constant learning. I worked as a PCA in various hospitals before I became an RN in 2004. I chose TriHealth for nursing school and for my career because of its excellent reputation. People are friendly here, and I always feel I have available resources to ask questions.”

Lora Baxtron RN, Bethesda North Hospital Medical Surgical Unit

“What I like most is the feeling of connection with a patient or family member. When people leave here, I want them to feel like they were nurtured and well taken care of. So much of nursing is not what you do but how you do it.”

Terri Grefer RN, Good Samaritan Hospital Medical Oncology Unit

TriHealth nurses are supported by a rich spiritual heritage that embraces diversity and fosters respect for all people. Our motto, “Caring for People First,” applies not only to how the staff cares for patients and families but also to how they care for one another.

We are looking for experienced RNs as well as new grads for new and expanded units at Good Samaritan and Bethesda North hospitals including:

- Med/Surg
- Critical Care
- Telemetry
- Emergency Department

Challenging RN management and educator positions also are available.

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Fax: 513-872-3672
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GSH 513-872-2655
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We are committed to fostering a diverse and inclusive workforce.
The Use of Light-Based Medical Devices

As the use of pulsed-light therapies for the treatment of various medical and cosmetic conditions has increased, the Nursing Board has received calls from nurses, advanced practice nurses, and medical practitioners asking about the use of these devices by nurses. Generally, the Nurse Practice Act prohibits licensed nurses from engaging in the practice of medicine or surgery or any of its branches. See Section 4723.151(A), ORC. The State Medical Board has adopted rules pertaining to the use of light-based medical devices by its licensees. Rule 4731-18-02 (B), OAC, states that, “The application of light-based medical devices to the human body is the practice of medicine and surgery, osteopathic medicine and surgery and podiatric medicine and surgery.”

Registered Nurses and Licensed Practical Nurses

Consistent with the Medical Board position that the application of light-based medical devices is the practice of medicine or surgery, for licensed nurses who are not advanced practice nurses, the application of light-based medical devices is generally prohibited. Section 4723.151, ORC. The Medical Board has adopted administrative rules limiting physician delegation of the application of light-based medical devices. See: Rules 4731-18-03 and 4731-18-04, OAC. Exceptions exist permitting delegation of the application of light-based medical devices to registered and licensed practical nurses for purpose of hair removal, and to “appropriate persons” for the purpose of light phototherapy for hyperbilirubinemia in neonates, or for fluorescent lamp phototherapy for the treatment of psoriasis and similar skin diseases. Medical Board Rules should be consulted for the specific circumstances under which physician delegation is permitted.

Advanced Practice Nurses

While licensed nurses generally cannot engage in the practice of medicine or surgery, Ohio law specifically exempts advanced practice nurses from this prohibition to the extent the APN practices in accordance with his or her individual scope of practice. Section 4723.151 (B), ORC states: “Division (A) of this section does not prohibit a certified registered nurse anesthetist, clinical nurse specialist, certified nurse-midwife, or certified nurse practitioner from practicing within the nurse’s scope of practice in accordance with Section 4723.43 of the Revised Code.” Thus, although the Medical Board rules indicate that the application of light-based medical devices is the practice of medicine or surgery, this does not override the statutory exemption contained in the Nurse Practice Act regarding the scope of practice of the advanced practice nurse. In addition, whether or not, and under what circumstances, the task may be delegable by a physician is not determinative as to whether an APN can perform the task.
within the APN's own scope of practice, since the APN does not require physician delegation to perform tasks within his or her scope. Rather, whether the application of light-based medical devices is within an APN's scope of practice depends upon the following considerations:

1) Is the task one that is described within the language of Section 4723.43, ORC, for the particular advanced practice specialty? For example, for the CNP, is the application of light-based medical devices a preventative and primary care service, or does it involve the evaluation and promotion of patient wellness?

2) Does the APN have the necessary education and certification to perform the task? For example, if the task is to be performed as a skin care procedure, does the APN have sufficient education and certification related to dermatology and the use of light-based medical devices, so that the task can be performed in accordance with acceptable and prevailing standards of safe nursing care?

3) As a CNS, CNM, or CNP, does the APN have a standard care arrangement with a collaborating physician or podiatrist that includes a plan for incorporating this technology or procedure, consistent with the APN's scope of practice? As with other scope of practice questions, the APN's scope of practice is individualized, and the APN should review the Decision-Making Guide for Determining Individual APN Scope of Practice, available at www.nursing.ohio.gov, to determine if performance of this task is within his or her own scope of practice.

### NEW LICENSURE RENEWAL PROCESS

Beginning with the 2008 LPN Renewal, the Ohio Board of Nursing (Board) will utilize a new licensure renewal process. This new process promotes the utilization of on-line renewal and will increase efficiency by reducing costs and potential errors, and will expedite the processing of renewal applications!

All LPNs who are eligible to renew their license this year will receive notification by mail (during the month of April) along with instructions on how to renew their license on-line. LPNs who do not want to renew their license on-line, must submit a request for a paper application via fax, mail or e-mail.

By utilizing the on-line renewal process, an LPN may be able to verify the renewal of their license through the Board's website at www.nursing.ohio.gov in as little as three business days after completing the on-line renewal application.

### Did You Change Your Name? Did You Change Your Address?

Did You Notify The Ohio Board of Nursing?

Name and/or Address Change Form (Please type or print)

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Send completed form to: ATTN: Renewal, Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, Ohio, 43215-7410

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*Provision of your social security number is mandatory [RC 3123.50] and may be provided for child support enforcement purposes [RC 3123 et seq.], reporting requirements to the Healthcare Integrity and Protection Data Bank [42 USC §1320a-7e(b), 5 USC §552a, and 45 CFR pt 61], and to facilitate the processing of your licensure.

*A change in name must be accompanied by a certified copy of a marriage certificate/abstract or divorce decree, a certified copy of a court record, or a certified copy of documentation consistent with the laws of the state where the change occurred. A certified copy can be obtained directly from the court where the original record was filed.
Quality sets MedCentral Health System apart, and so do the talented men and women who make up our nursing staff. Our commitment to excellence shows in all we do, from the care we give patients to the exciting opportunities we have for nursing professionals. Won’t you join us?

**REGISTERED NURSES – Full & Part-Time**

A current State of Ohio license is required.

A non-profit health system located in North Central Ohio, just an hour away from Cleveland and Columbus, MedCentral Health offers a competitive salary and comprehensive benefits package. To apply, forward resume to: MedCentral Health System, Attn: Human Resources, 335 Glessner Avenue, Mansfield, OH 44903 or apply online at: www.medcentral.org. MedCentral Health System is an Equal Opportunity Employer.

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We’re a trusted heart hospital at the core of the only academic medical center in central Ohio. We value learning. Experience. Insight. And most of all, we value nurses. That’s why we offer our people such a range of opportunities and benefits.

As a result of our 60-bed expansion, dozens of new nursing positions have been created—and we’re looking for people like you to fill them.

So if you’re looking for a more rewarding career in nursing, look to Ohio State’s Ross Heart Hospital.

[www.medicalcenter.osu.edu/careers](http://www.medicalcenter.osu.edu/careers) | EEO/AA Employer
The following questions are generally civil liability and employment issues, not regulatory ones. However, the Board continues to receive questions seeking clarification of these issues. The questions involve uncertainty regarding an employment role that may not require a nursing license, or may not require a licensee who holds dual licensure or certification to practice to the full extent of their credentials. The decision to accept an employment position that is less than an individual licensee’s scope of practice or does not require a license is a personal decision. An employer may or may not hold a licensee to their highest scope of practice as determined by the particular terms of employment or the employer’s risk management department. If a licensee has concerns about civil liability issues, the individual would need to consult legal counsel.

**QUESTION:** “Can I work as a nurse’s aide even though I have a nursing license?”

**ANSWER:** There is nothing in the law and rules regulating Ohio nursing practice that would prohibit a licensed nurse (RN or LPN) from working in any employment position that does not require a nursing license.

**QUESTION:** “I have a Certificate of Authority to practice as an Advanced Practice Nurse. Can I work as an RN?”

**ANSWER:** Advanced practice nurses always work as registered nurses as that is the basis of their advanced registered nurse practice. However, an individual who is certified as an advanced practice nurse may choose not to engage in the type of practice that would require a certificate of authority, a collaborating physician or a standard care arrangement. The absence of a collaborating physician and standard care arrangement when required would prohibit a registered nurse with a certificate of authority from engaging in the various advance scopes of practice authorized by Section 4723.43, Ohio Revised Code.

**QUESTION:** “Can I work as a State Tested Nurse Aide (STNA) as a licensed nurse (RN or LPN)?”

**ANSWER:** State Tested Nurses Aides are certified through the Ohio Department of Health. To work in a STNA role, you must have that certification. For further information about STNA certification, contact the Ohio Department of Health.

**QUESTION:** “I have both a LPN and a RN license. Both of these licenses are active and valid. Can I work as an LPN?”

**ANSWER:** There is nothing in the law and rules regulating Ohio nursing practice that would prohibit a person with an active and valid license from working in either capacity.

It is important to remember that the licensed professional bear the credentials that accompany the employment role the professional is undertaking at a given time. For example, should the dually licensed RN/LPN decide to work in an LPN capacity, the name badge should indicate “LPN” rather than “RN.”
If so, join us at Wayne Memorial Hospital located in bright Goldsboro, NC which boasts mild winters and sunshine year-round. We offer an ideal environment for living within close proximity to beaches and mountains. Goldsboro offers the feel of a tight-knit community with the attractions of major cities only a short distance away.

We recognize the need for some fun in life, so we offer exceptional flexibility that makes a quality family life and successful career possible. By providing benefits that promote work/life balance, we enable our employees to enjoy the best of both worlds:

* **RNs:**
  ICU, Medical, Med/Surg, OR, CRNA, Ortho/Neuro, ER/ED, Oncology, Nurse Practitioner or PA for the WATCH program

**DIRECTOR OF CARE MANAGEMENT**

* **SIGN-ON BONUS ELIGIBILITY**

Take your talent to the next level at Wayne Memorial Hospital. We offer:
- Residency Program for New Grad Nurses
- Sign-On Bonuses for Experienced Nursing Professionals
- Advanced Training
- State-of-the-Art Facility
- Teaching Site for Allied Health Programs
- Tuition Assistance
- Competitive Salaries, Benefits Package & Differentials (Shift, Weekend, Holiday)

**INTERVIEWING NEW GRADUATES NOW!**

We strive to provide right-fit solutions to help piece it together in your life and career.

Apply today at: [www.waynehealth.org](http://www.waynehealth.org)

EOE
Goldsboro, North Carolina has a lot to offer with benefits like close proximity to sandy beaches and an easy drive to the mountains. Why would you want to live anywhere else?

At Wayne Memorial, we provide high-quality care in a technologically advanced, cost-effective manner as well as careers in a place employees LOVE to call home.

AN EMPLOYER OF CHOICE
As the second largest employer in Wayne County, Wayne Memorial Hospital is considered to be the major hub for healthcare services in the area. Since our founding in 1896, we have grown from a small, grass-roots organization to a full-service hospital and regional referral center for diagnostic tests, specialty and general surgery, intensive care, cancer care, diabetes care and education, emergency care, physical rehabilitation, and many other types of care. A qualified and dedicated staff of professionals, a vast array of in-service and outreach programs, a full spectrum of advanced, state-of-the-art equipment characterize our exceptional facility, which is licensed for 316 beds. With more than 124 physicians and dentists on the Medical Staff, Wayne Memorial Hospital in Goldsboro offers a full spectrum of specialties.

LEADING THE WAY IN TECHNOLOGY
Tomorrow’s healthcare technology is at Wayne Memorial Hospital TODAY! Wayne Memorial Hospital was the first North Carolina hospital east of Interstate 95 to offer Positron Emission Tomography (PET) scan technology. Unlike most medical tests such as a CT or MRI scans, a PET scan examines the body’s chemistry – not just its structure. This allows physicians to treat cancer and heart disease earlier and more accurately. And for most patients, the earlier the diagnosis, the better the chance for successful treatment.

Wayne Memorial Hospital was one of the first in the nation to implement Accu-scan/Accu-dose now known as Admin-Rx, a bar coding medication administration system. In addition to a fully computerized documentation system, Wayne Memorial is now a beta site for Radar Find. This system provides the nurse easy access and retrieval of needed equipment by just the click of a mouse.

SPECIALTIES
Specialties include anesthesiology, cardiology, critical care, dermatology, emergency medicine, endocrinology, family practice, gastroenterology, general and vascular surgery, gynecology, internal medicine, nephrology, neurology, neurosurgery, obstetrics, oncology, ophthalmology, oral surgery, orthopaedics, otorhinolaryngology, pathology, pediatrics, plastic surgery, psychiatry, pulmonary medicine, radiation oncology, radiology, rheumatology, and urology.

For additional information, visit our website at:
www.waynehealth.org
EOE M/F/D/V
The Ohio Board of Nursing is again recruiting individuals to assist students taking the NCLEX (“assistive personnel” or “readers”). Under the Americans with Disabilities Act, students who need a reader or other assistive personnel during the examination are granted an accommodation to have one. It is the responsibility of the Ohio Board of Nursing to maintain a list of readers for use when the occasion arises. Readers must be available for a time period of 1-2 days of testing at a specified time and place, sign an NCLEX Reader Agreement, follow the guidelines given, and remain with the candidate during the entire session. The reader must be able to read aloud accurately and clearly and have the ability to pronounce medical/nursing terms correctly. Pearson Vue, the test administrator, requires that readers not be:

- a faculty member in a basic/undergraduate nursing education now or within the next two years;
- an instructor in any courses, workshops or tutoring activities...
that involve drilling or coaching on test questions similar in content to those on the NCLEX® examination now or within the next six months;
• a student in a nursing education program preparing for entry level licensure.

The Board submits the list of readers to the test administrator, who will select readers from the list on an as-needed basis and pay readers a small honorarium. Readers may decline an assignment without being deleted as a reader.

If you are interested, please contact Lesleigh Robinson RN, MS, Manager: Licensure, Certification and Continuing Education by mail at the Ohio Board of Nursing, 17 South High Street, Suite 400, Columbus, Ohio 43215 or by email at nclexreader@nursing.ohio.gov. Please include your address so that the Board can send you information about NCLEX readers.
MAINTAINING PROFESSIONAL BOUNDARIES: Case Study

Nurse A was employed as an obstetrical Nurse at a hospital for approximately sixteen years. Patient #1 was admitted to Nurse A's unit when she delivered an infant. Patient #1 was a rape victim and had selected a potential family to adopt her infant.

After meeting the potential adoptive family, Patient #1 advised Nurse A that she did not want to give her infant to the family because of their age and the poor health status of the potential father. Patient #1 and Nurse A engaged in a conversation regarding what adoption agency Nurse A used when she adopted her children and Nurse A disclosed the name of the agency to Patient #1. During the conversation, Patient #1 asked Nurse A if she would adopt her infant.

Thereafter, Nurse A gave the contact information for her adoption agency to a resident physician to give to Patient #1 to initiate the adoption process. There was a delay in the resident relaying the information so Nurse A gave the information to Patient #1 directly. Patient #1 was transferred to another unit and Nurse A visited her after she clocked out for the day. Patient #1 was discharged the following day. Prior to her discharge, social services staff did not have an opportunity to meet with Patient #1, which was contrary to hospital policy.

Nurse A reported that after she made arrangements to adopt Patient #1's infant, she was questioned by hospital administration. Nurse A advised that she would not adopt the infant if she would lose her job. Nurse A was not instructed to stop the adoption process. Nurse A's employer gave her a written corrective action plan to attend a mandatory inservice, specifically follow the hospital policy, and to contact her manager if unusual situations occur on the unit. During the investigation, information was provided to the Board indicating that Nurse A had engaged in similar conduct at the same hospital when she adopted her other children. How-
ever, there was no record that Nurse A was disciplined and/or advised that this conduct was inappropriate or a violation of hospital policy.

Nurse A admitted to the Board that she understood that her conduct was a violation of nurse/patient boundaries. Nurse A’s conduct would have violated professional boundaries whether she made the arrangements independently or through another party. Specifically, Nurse A violated Section 4723.28(B)(31), Ohio Revised Code, failure to establish and maintain professional boundaries with a patient, and Ohio Administrative Code (OAC) Rule 4723-4-06(L):

(1) Engaging in behavior to seek or obtain personal gain at the client’s expense; (2) Engaging in behavior that may reasonably be interpreted as behavior to seek or obtain personal gain at the client’s expense; (3) Engaging in behavior that constitutes inappropriate involvement in the client’s personal relationships; or (4) Engaging in behavior that may reasonably be interpreted as inappropriate involvement in the client’s personal relationships. For the purpose of this paragraph, the client is always presumed incapable of giving free, full, or informed consent to the behaviors by the nurse.

Nurse A’s license was suspended and subsequently reinstated subject to probationary conditions including permanent practice restrictions on Nurse A’s employment in certain practice areas, including any obstetrical employment other than her current position.
WHAT IS A DUPLICATE LICENSE?

A duplicate license is issued to replace a lost, destroyed, or stolen license.

To receive a duplicate license, complete the form Affidavit of Lost Document, and submit a $25.00 replacement fee. The Board will issue a license with the designation “Replacement” stamped across the top of the license. Once a duplicate is issued, the original wallet copy should not be used.

Each issue of Momentum lists those licenses for which a duplicate is issued during the months immediately preceding publication.

*
If you are a licensed practical nurse in Ohio, your license will expire on August 31, 2008. It is your responsibility, to remember to renew your license. Renewal notices and applications will be mailed during the month of May to the address that the Board has on file. It is extremely important to notify the Board of any name and/or address changes immediately. An incorrect name and/or address may delay the renewal of your license. Please note that for a change in name, a court certified copy of the document indicating the change in name is required. This certified document may be obtained from the court where the original record was filed. If you have not yet notified the Board of any changes, please do so immediately. A form for making the change may be obtained through the Board website at www.nursing.ohio.gov under FORMS, nurse license renewal.

You may choose to renew online or by mail. Online renewal was available for licensed practical nurses for the first time in 2006. Twenty percent of licensed practical nurses renewed on-line, and found this process to be fast and convenient. The Board strongly encourages you to use this renewal method. You will receive a renewal notice through the mail with instructions, a personal ID, and password to use for online renewal. When renewing online you can pay the required application fee using Master Card or VISA credit cards, or debit cards with a MC or VISA logo. It is strongly recommended that you submit your application for renewal and fee as soon as you receive it. Incomplete applications may result in late or lapsed fee charges, and delays in receiving your license. The fee for receipt of a renewal application is as follows:

- Before July 1, 2007 - $65
- July 1, 2007 through August 31, 2007 (includes late application fee) - $115
- After August 31, 2007 (reinstate a lapsed license) - $165

The Board audits thousands of nurses each year to determine compliance with continuing education requirements. If you were notified of an audit of your continuing education for the licensed practical nurse licensing period of September 1, 2004 through August 31, 2006 and have not completed that audit by submitting the information required by the Board, you will not receive your renewal application for 2008-2010 until you complete the audit requirements. Board staff are available to assist you in taking the necessary steps to renew your license. If you have questions about the renewal process, please contact the Board at (614) 466-0388 or by e-mail at renewal@nursing.ohio.gov.
Information meetings held monthly on Malone’s campus

To R.S.V.P. or to obtain additional information call 330.471.8166

Malone College

BSN Completion Program for RNs
- Lock step: Classes meet one evening a week, plus clinical hours
- Nursing credits are transferable without testing
- Earn the BSN in 20 months

MSN Program for RNs with BSN degree
- Two-tracks:
  - Clinical Nurse Specialist (CNS)
  - Family Nurse Practitioner (FNP)
- Lock step: Designed to accommodate your work schedule and professional goals
- Clinical hours qualify you for certification exam
- Earn the MSN degree in 24 months

BSN and MSN programs accredited by Commission on Collegiate Nursing Education (CCNE)

Also at Malone…
School Nurse Licensure Program
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Malone College offers its students a unique blend of superior education and convenience for the working professional. Programs of study are designed to meet the needs of community, healthcare, education and business leaders. With a commitment to academic quality, personalized academic advising, career services and a faith-based learning community, Malone is the next step in your rewarding career of helping others.
QUESTION: “I am an Advanced Practice Nurse with a primary care office in the State of Ohio. I have hired a Medical Assistant to work with me in my practice. What can I delegate to him?”

ANSWER: Medical assistants are unlicensed personnel. Because medical assistants are unlicensed, as a licensed nurse, you must follow Chapter 4723-13 of the Ohio Administrative Code (OAC). The only medications that may be delegated to an unlicensed person by a licensed nurse are over-the-counter topical medications to be applied to intact skin for the purpose of improving a skin condition or providing a barrier; and over-the-counter eye drop, ear drop, and suppository medications, foot soak treatments, and enemas (Rule 4723-13-05(C), OAC). Therefore, an APN is prohibited from delegating any medication that is not included in those mentioned above to unlicensed personnel.

QUESTION: “I am an APN working in Ohio and have a patient who is going to Florida for the winter. Am I able to continue to manage and treat this patient while he is in Florida?”

ANSWER: APNs must practice in accordance with the law and rules where the patient is currently located. The recognized regulating state is the state in which the client is located at the time the care is being provided. If an Ohio licensed APN is providing care to a client that is temporarily located in Florida, the APN would need to verify with the Florida Board of Nursing about its licensing requirements for this particular situation. In Ohio law, there are exceptions for requiring an Ohio nursing license when a nurse who is licensed in another state is providing care to a specific client e.g., from Florida who is traveling through Ohio or is temporarily in Ohio for six months or less (Section 4723.32 (G) ORC), but this applies to clients who are located “in Ohio” only. If the reverse were to occur, e.g., a nurse licensed in Ohio providing care to a specific patient who is traveling through Florida or is in Florida on a temporary basis, the Ohio licensed nurse would need to verify and comply with the licensing requirements for Florida or the state in which the patient was located.
Lourdes College, a Catholic Institution of higher education in the Franciscan tradition invites applications for the position of Dean of the School of Nursing. The nursing program is the 7th largest in the state of Ohio and has a reputation for providing high quality Baccalaureate and Graduate nursing education. The Department of Nursing is accredited by the CCNE through 2013 and approved through the Ohio Board of Nursing through 2012.

The Dean is the academic and administrative officer of the School of Nursing and reports directly to the Vice President of Academic Affairs. The Dean also maintains relationships with the State Board of Nursing and appropriate agencies.

QUALIFICATIONS:
- Master of Science in Nursing and a Doctorate in nursing or related area and a record of academic achievement appropriate for a faculty appointment within the school.
- Eligibility for RN licensure in the state of Ohio.
- Experience of at least 5 years in the practice of nursing as an RN, two of which have been as a faculty member in a baccalaureate or graduate nursing program.
- Demonstrated leadership and management skills.
- Experience in curricular development, strategic planning, assessment, program maintenance, budgeting, shared governance and accreditation.

Applicants must include a letter of interest; vita; and names, addresses and telephone numbers of three references. The review of applications will begin immediately and continue until the position is filled. Submit applications electronically in MS Word format to resume@lourdes.edu

For more information about Lourdes College, please visit our website at www.lourdes.edu.

Lourdes College is an Equal Opportunity Employer.
You sense it the moment you enter one of our hospitals. You see it on every face you meet in our hallways. It is the Regency difference that sets us apart and makes us extraordinary.

Regency LTAC Hospitals bridge the acute care gap by providing intensive critical care to medically complex patients. What does this mean to you? It means that our staff is able to take the time they need to care for patients, not just their condition. It means that we believe in a team where everyone works together to achieve success.

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We are a national network of hospitals with a different way of thinking, a different way of caring and a different way of treating, and it shows in everything we do. But don’t take our word for it . . . call and see for yourself.
Ready to take the next step in your career path and experience a whole new world of nursing education? Then join us and explore the possibilities our Doctor of Nursing Practice program can open for you. It’s a comprehensive, collaborative program that will place you in the forefront of professional caregivers. It’s an opportunity to earn more than a degree; it’s an opportunity to enhance your expertise—and your career—and help advance the practice of nursing.

- Provisional approval by the Ohio Board of Regents Advisory Committee on Graduate Studies
- Post-Master’s
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- In collaboration with the University of Toledo

The Wright State University–Miami Valley College of Nursing and Health also offers:

- Baccalaureate in Nursing (B.S.N.)
- B.S.N. for Registered Nurses (classroom or online)
- Master of Science Degree in Nursing (M.S.)

Which means there is an opportunity for you to grow, learn and succeed—join us!