

The Georgia Board of Nursing met July 20-22, 2016 in Building B of the Professional Licensing Boards Division of the Secretary of State located at 237 Coliseum Drive, Macon, Georgia 31217.

WEDNESDAY, JULY 20, 2016

MEMBERS PRESENT

Brenda Rowe, RN, MN, JD, President
Kellie Lockwood, RN, MSN, Vice President
Nancy Barton, RN, MSN
Dellarie Shilling, RN, DNP, FNP-BC
Linda Floyd, RN, EdD, PMHNP-BC
Amy Hooper, LPN
Blair Train, Consumer Member
Janice Izlar RN, CRNA, DNAP
Andrea Phipps, LPN
Merry Fort, RN
Tracey Blalock, RN, MSN, MBA, NEA-BC
Tina Fletcher, LPN

MEMBERS ABSENT

Julia Worthy, RN, MSN

STAFF PRESENT

Jim Cleghorn, Executive Director
Kirsten Daughdril, JD, Assistant Attorney General
Janet Jackson, JD, Assistant Attorney General
Janet Freeman, RN, BSN, Nursing Consultant - Legal/Discipline
Edye Johnson, RN, BSN, Nursing Consultant - Legal/Discipline
Tara Miller, RN, BSN, Nursing Consultant - Legal/Discipline
Andrew Turnage, Executive Director, Trades 2

Rowe called the meeting to order at 10:00 a.m. on Wednesday, July 20, 2016. A quorum to conduct disciplinary matters was present.

Rowe congratulated Blalock on her appointment to the NCLEX Item Review Subcommittee and noted the benefit afforded to Georgia by her participation.

EXECUTIVE SESSION

Hooper moved, Izlar seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Wednesday, July 20, 2016 Rowe declared the meeting to be "open" pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

NCSBN DELEGATE ASSEMBLY

The Board reviewed the recommendations for the 2016 NCSBN Annual Delegate Assembly.

The Board reviewed the proposed 2017-2020 NCLEX-PN Test Plan.

MISCELLANEOUS

The Board reviewed the policy calendar developed by the Office of the Secretary of State. It was noted that the Board had no legislative requests for the agency.

The Board reviewed HB952 and discussed the potential impact on rule adoptions and review of initial decisions.

The Board directed staff to release the Nurse Licensure Compact Survey data to the Office of Secretary of State as requested by NCSBN.

The Board reviewed and discussed the proposed agenda for the August 4, 2016 Nurse Practice Committee meeting.

EXECUTIVE SESSION

Lockwood moved, Train seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on evidence provided during the hearing. The motion passed unanimously.

There being no further business, the meeting adjourned on Wednesday, July 20, 2016 at 5:42 p.m.

THURSDAY, JULY 21, 2016

Brenda Rowe, RN, MN, JD, President
Nancy Barton, RN, MSN
Dellarie Shilling, RN, DNP, FNP-BC
Amy Hooper, LPN
Linda Floyd, RN, EdD, PMHNP-BC
Blair Train, Consumer Member
Janice Izlar RN, CRNA, DNAP
Kellie Lockwood, RN, MSN, Vice President
Andrea Phipps, LPN
Tracey Blalock, RN, MSN, MBA, NEA-BC
Merry Fort, RN
Tina Fletcher, LPN

MEMBERS ABSENT

Julia Worthy, RN, MSN

STAFF PRESENT

Jim Cleghorn, Executive Director
Kirsten Daughdril, JD, Assistant Attorney General
Andrew Turnage, Executive Director, Trades 2

VISITORS PRESENT

Brianna Smith	Brittany Osborn	Steve Faugue	Evelyn Jester	Terrica Hicks
Samantha Dawkins	Vanice Roberts	Julianna McConnell	Lori Anderson	Cynthia Allen
Ethan James	Judy Malachowski	Jennifer Corner	Heather Williams	Richard Lamphier
Teresa Coleman	Sheri Noviello	Bonni Cohen	Gayla Love	Rebecca Wheeler
Sashya Jefferson	Lori Callahan	Linda Streit	Dina Hewett	Karen Waters
Teresa Kochera	Jean Mistretta	Julia Gould	Barbara Austin	Sherry Sims
Angell Wilder	Teresa Wilkins	Chris Joyner	Ted Burdo	Anita Barkin
Kaye Henry	Donna Ingram	Brittney Golden	Allison Morgan	Erman Gunid
Surrenity Legner	Sharon Radzysinski	Martha Anders	Donna Jean Braddy	Sirena Fritz
Joan Cranford	Ngozi Nkongho	Deborah Alvater	Terri Worthey	Marcus Downs
Wendi Clifton	Sandie Delk	Sharon Grason	Howard Matthes	Jennifer Lawson
Christy Dunkelberger	Mindy Glander	Mary Gullatte	Erin Hernandez	Gail Klein
Barry Cranfill	Dianne White	Holly Free	Elaine Williams	Debbie Greene
Lisa Durden	Josh Waters	Candice Broce	Grant Thomas	Chuck Harper

Rowe called the meeting to order at 8:30 a.m. on Thursday, July 21, 2016. A quorum to conduct disciplinary matters was present.

CASE REVIEW

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

RNI161080 - Phipps moved to close the case. Barton seconded the motion and it carried with Shilling abstaining.

LPNI160340 – Izlar moved to send a mitigating letter requesting courses in Professional Accountability and Legal Liability for Nurses, Aging and Long-Term Care, Communication with Cognitively Impaired Clients and Resident’s Rights. Hooper seconded the motion and it carried unanimously.

LPNI160315 – Fort moved to close the case. Fletcher seconded the motion and it carried unanimously.

LPNI160363 – Train moved to close the case with a Letter of Concern (Unprofessional Conduct). Phipps seconded the motion and it carried unanimously.

RNI161162 – Hooper moved to close the case. Fort seconded the motion and it carried with Lockwood abstaining.

LPNI160351 – Lockwood moved to send a mitigating letter requesting courses in Resident's Rights, Professional Accountability and Legal Liability for Nurses, Aging and Long-Term Care, and Communication with Cognitively Impaired clients. Barton seconded the motion and it carried unanimously.

RNI161035 – Floyd moved to send a mitigating letter requesting courses in Professional Accountability and Legal Liability for Nurses and Documentation: Accurate and Legal. Izlar seconded the motion and it carried unanimously.

RNI161213 – Barton moved to grant inactive status. Shilling seconded the motion and it carried unanimously.

LPNI160327 – Blalock moved to send a mitigating letter requesting courses in Professional Accountability and Ethics of Nursing Practice and Critical Thinking. Hooper seconded the motion and it carried unanimously.

LPNI160362 – Shilling moved to send a mitigating letter requesting courses in Professional Accountability, Aging in Long Term Care, Communication with Cognitively Impaired Clients and Residents' Rights. Fletcher seconded the motion and it carried unanimously.

LPNI160400 – Fletcher moved to refer to Legal Services for an expedited outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Hooper seconded the motion and it carried unanimously.

RNI160752 – Phipps moved to subpoena the records and refer for peer review. Train seconded the motion and it carried unanimously.

RNI161154 – Izlar moved to close the case with a Letter of Concern (Professional Identification). Barton seconded the motion and it carried unanimously.

RNI151317 – Fort moved to close the case. Shilling seconded the motion and it carried unanimously.

RNI160891 – Train moved to refer to Legal Services for an expedited outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Phipps seconded the motion and it carried unanimously.

RNI161228 - Hooper moved to license upon receipt of documentation of review of the Nurse Practice Act and the Georgia Board of Nursing rules. Fort seconded the motion and it carried unanimously.

RNI170014 – Lockwood moved, if letter of explanation has not been received within ten days, to deny the application due to unlicensed practice. Shilling seconded the motion and it carried unanimously.

RNI160713 – Barton moved to send a mitigating letter requesting courses in Ethics of Nursing Practice and Professional Accountability and Legal Liability for Nurses. Hooper seconded the motion and it carried with Izlar abstaining.

LPNI150432 – Barton moved to refer to the Attorney General's Office for an indefinite suspension or voluntary surrender. May petition for lifting upon completion of an outpatient mental physical examination within 30 days of the petition. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Blalock seconded the motion and it carried unanimously.

LPNI150561 – Blalock moved to refer to the Attorney General's Office for review of whether or not to add to the Imposter Website. Hooper seconded the motion and it carried unanimously.

LPNI160257-WN – Shilling moved to refer to the Attorney General's Office for a hearing or revocation. Fort seconded the motion and it carried unanimously.

LPNI160257-LA – Shilling moved to refer to the Attorney General's Office for a hearing or revocation. Fort seconded the motion and it carried unanimously.

RNI151219 – Fletcher moved to refer to the Attorney General's Office for a hearing or a public consent order to include five (5) years probation, quarterly reports (personal, employer, aftercare, psychotherapy), substance abuse stipulations, a course in Understanding Substance Use Disorder in Nursing, a fine of \$500 for Unprofessional Conduct and a fine of \$500 for CE violation. Must enroll in Intensive Outpatient Therapy within 30 days of docketing and submit monthly status reports from Intensive Outpatient Therapy. Licensee must undergo random monthly drug screens for six (6) months and quarterly thereafter. Lockwood seconded the motion and it carried unanimously.

RNI160016 – Phipps moved to refer to the Attorney General's Office for hearing or a public consent order to include five (5) years probation, two (2) years narcotic restriction, quarterly reports (employer, personal, aftercare), substance use stipulations, nursing education course in Understanding Substance Use Disorder in Nursing and a fine of \$500 for Unprofessional Conduct. Must enroll in Intensive Outpatient Program within thirty (30) days of docketing and may not work more than forty hours per week. Hooper seconded the motion and it carried unanimously.

RNI160252 – Izlar moved to refer to the Attorney General's Office for hearing or a Summary Suspension. May offer a voluntary surrender. Shilling seconded the motion and it carried unanimously.

RNI160685 – Fort moved to refer to the Attorney General's Office for a hearing or voluntary surrender or indefinite suspension for noncompliance of a mental physical examination order. Barton seconded the motion and it carried unanimously.

LPNI160321 – Train moved to refer to the Attorney General's Office for a hearing or private reprimand to include courses in Documentation: A Critical Aspect of Client Care and Righting a Wrong: Ethics and Professionalism in Nursing and a fine of \$500 for Unprofessional Conduct. Lockwood seconded the motion and it carried unanimously.

LPNI161183 – Hooper moved to deny the application for licensure by endorsement. Shilling seconded the motion and it carried unanimously.

RNI160741 - Lockwood moved to refer to the Attorney General's Office for a hearing or public consent order to include five (5) years probation, two (2) years narcotic restrictions, quarterly reports (personal, employer, aftercare), substance abuse stipulations, a course in Understanding Substance Use Disorder in Nursing and Continuing Education language. Floyd seconded the motion and it carried unanimously.

LPNI160387 – Floyd moved to deny application for licensure by reinstatement based on fraudulent acts. May reapply five (5) years after the last act provided that no additional fraudulent acts occur. Hooper seconded the motion and it carried unanimously.

RNI160945 – Barton moved to refer to the Attorney General's Office for a hearing or private consent order to include five (5) years monitoring, two (2) years narcotic restrictions, quarterly reports (personal, employer, aftercare, psychotherapy, medication management), substance abuse stipulations, a course in Understanding Substance Use Disorder in Nursing, Naltrexone statement and Continuing Education language. Hooper seconded the motion and it carried unanimously.

LPNI160309 – Blalock moved to refer to the Attorney General's Office for a hearing or a public consent order to include five (5) years probation, two (2) years narcotic restrictions, quarterly reports (personal, employer, aftercare) substance abuse stipulations, and a course in Understanding Substance Use Disorder in Nursing. Train seconded the motion and it carried unanimously.

RNI151240 – Shilling moved to reject the mental physical examination. Refer to legal services for an expedited outpatient mental physical examination from a Board approved evaluator using reasonable grounds from the first and second complaint. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Lockwood seconded the motion and it carried unanimously.

ATTORNEY GENERAL'S OFFICE

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

LPNI151126 – Fletcher moved to rescind the previous Board motion from January 07, 2016 and refer to the Attorney General's Office for a public consent order to include five (5) years probation, two (2) years narcotic restrictions, quarterly reports (personal, employer, aftercare, psychotherapy) substance abuse stipulations, a course in Understanding Substance Use Disorder in Nursing and must complete a two (2) year treatment program in chemical dependency. Hooper seconded the motion and it carried unanimously.

LPNI150233 – Phipps moved to rescind the previous Board motion from April 23, 2015 and refer to the Attorney General's Office for a public reprimand to include a fine of \$500 for Action in Another Jurisdiction. Shilling seconded the motion and it carried unanimously.

RNI160170 – Izlar moved to rescind the previous Board motion from January 20-22, 2016 board meeting and refer to Legal Services for an expedited outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Barton seconded the motion and it carried unanimously.

PRIVATE CONSENT AGREEMENTS FOR FAILURE TO DISCLOSE

Lockwood moved to ratify the Private Consent Agreements for licensure with a fine of \$500 for failure to disclose arrest(s)/disciplinary action on applications that were issued according to the Board's policies.

RNI161215 RNI161216 RNI170003 LPNI160399 LPNI170001 LPNI170022 LPNI170023

Blalock seconded the motion and it carried unanimously.

PRIVATE CONSENT AGREEMENTS FOR UNLICENSED AND UNAUTHORIZED PRACTICE

(LPNI = Licensed Practical Nurse Investigative Case Number) (RNI=Registered Nurse Investigative Case Number)

Floyd moved to ratify the Private Consent Agreements for unlicensed/unauthorized practice that were issued according to the Board's policies.

RNI170001 RNI170002 RNI140559 RNI170047 RNI170048 RNI170049 LPNI160388

Fort seconded the motion and it carried unanimously.

REQUEST TO CHANGE AFTERCARE GROUPS

(LPNI = Licensed Practical Nurse Investigative Case Number) (RNI=Registered Nurse Investigative Case Number)

Barton moved to accept the following recommendations for the cases listed below:

	RECOMMENDED ACTION
RN124506	Change aftercare group

Fort seconded the motion and it carried unanimously.

INVESTIGATIVE COMMITTEE A

(LPNI = Licensed Practical Nurse Investigative Case Number) (RNI=Registered Nurse Investigative Case Number)

Shilling moved to ratify the following cases from the July 7, 2016 Investigative Committee meeting:

RNI150106	LPNI160251	RNI160699	RNI161193	RNI161195	RNI161198	RNI161214
RNI150941	LPNI160220	RNI161122	RNI160930	RNI160911	RNI161200	LPNI160170
RNI160205	RNI161046	RNI161017	RNI160670	RNI150582	RNI160515	RNI150871
RNI160302	LPNI150337	RNI161207	RNI161211	RNI160115	RNI151125	RNI150727
RNI160420	RNI130568					

Lockwood seconded the motion and it carried with Barton abstaining.

INVESTIGATIVE COMMITTEE B

(LPNI = Licensed Practical Nurse Investigative Case Number) (RNI=Registered Nurse Investigative Case Number)

Hooper moved to ratify the following cases from the June 30, 2016 Investigative Committee meeting:

LPNI160326	RNI160080	LPNI160311	RNI161043	RNI161088	RNI161185	LPNI160389
LPNI160319	LPNI160383	LPNI160098	LPNI160382	RNI161183	RNI160149	RNI151297
RNI160063	RNI150979	RNI150804	RNI151039	LPNI160331	LPNI160347	RNI130027
RNI140447	RNI161189	LPNI160387	RNI161192	RNI150025	RNI040092	RNI161194
RNI160314						

Phipps seconded the motion and it carried unanimously.

REQUEST TO LIFT NARCOTIC RESTRICTIONS

(RNI=Registered Nurse Investigative Case Number)

Train moved to accept the following recommendations for the cases listed below:

	RECOMMENDED ACTION
RN194011	Lift narcotic restrictions.
RN123817	Lift narcotic restrictions.
RNI140083	Lift narcotic restrictions.
RNI130275	Lift narcotic restrictions.
RNI130581	Lift narcotic restrictions.

Phipps seconded the motion and it carried unanimously.

PROBATION TERMINATIONS BETWEEN MEETINGS

(RNI=Registered Nurse Investigative Case Number) (LPNI = Licensed Practical Nurse Investigative Case Number)

Lockwood moved to accept the following terminations of probation between meetings.

RNI146690	RNI120393	RN210649	RNI150583	RNI120635	RNI100133
RNI120159	RN146620				

Izlar seconded the motion and it carried unanimously.

INVESTIGATIVE INTERVIEWS

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

RNI160235 – Hooper moved to send a mitigating letter requesting a course in Principals of Safe Prescribing: Pharmacokinetics, Pharmacodynamics, Pharmacogenomics & Drug Interactions. Shilling seconded the motion and it carried with Floyd abstaining.

LPNI160305 – Izlar moved to contact the employer for an updated verification of employment and if it varies from the original document, obtain a letter of explanation. Train seconded the motion and it carried unanimously.

LPNI150205 – Fort moved to rescind the previous motion from June 4, 2015 and refer to the Attorney General's Office for a public reprimand to include a fine of \$500 for Action in Another Jurisdiction. Phipps seconded the motion and it carried unanimously.

RNI161092 – Phipps moved to send a letter requesting an outpatient mental physical examination from a Board approved evaluator. Results are to be reviewed by the Investigative Committee and the Legal/Discipline Nurse Consultant. Blalock seconded the motion with Floyd abstaining.

RNI150289 – Hooper moved to refer for a hearing. Respondent did not appear for interview. Fletcher seconded the motion and it carried unanimously.

LPNI150246 – Izlar moved to rescind the previous motion from May 18-20, 2016 and refer to the Attorney General's Office for a public reprimand, a fine of \$500 for Action in Another Jurisdiction and courses in Documentation: A Critical Aspect of Client Care and Ethics of Nursing Practice. Fine must be paid within nine (9) months and licensee must notify the Board when the Alabama Board of Nursing order is complete. Licensee must notify any employer of any disciplinary action from any jurisdiction. Phipps seconded the motion and it carried unanimously.

LPNI160228 – Train moved to extend the dates for completion of courses through August 30, 2016. Fletcher seconded the motion and it carried unanimously.

APPROVAL OF BOARD MINUTES

Lockwood moved to accept the June 16, 2016 Teleconference meeting minutes as presented. Fort seconded the motion and it carried unanimously.

Hooper moved to accept the June 27, 2016 Teleconference meeting minutes as presented. Train seconded the motion and it carried unanimously.

Lockwood moved to accept the June 16, 2016 Executive Session Teleconference meeting minutes as presented. Train seconded the motion and it carried unanimously.

Train moved to accept the May 18-20, 2016 Open Board meeting minutes as presented. Hooper seconded the motion and it carried unanimously.

Phipps moved to accept the May 18-20, 2016 Executive Session Board meeting minutes as presented. Fort seconded the motion and it carried unanimously.

Lockwood moved to accept the June 27, 2016 Investigative Committee A meeting minutes as presented. Fletcher seconded the motion and it carried unanimously.

Shilling moved to accept the June 9, 2016 Investigative Committee A meeting minutes as presented. Phipps seconded the motion and it carried unanimously.

Hooper moved to accept the June 2, 2016 Investigative Committee B meeting minutes as presented. Barton seconded the motion and it carried unanimously.

Barton moved to accept the June 30, 2016 Investigative Committee B meeting minutes as presented. Fort seconded the motion and it carried unanimously.

LICENSES ADMINISTRATIVELY ISSUED

Hooper moved to accept the licenses administratively issued by staff between May 1, 2016 and June 30, 2016

LPN092697	Lindsay Kay Branyon	LPN092706	Margaret Ann Rodriguez
LPN092698	Myriam Edouard	LPN092707	Dominique LaJuan Sheppard
LPN092699	Kristen Nicole Atkinson	LPN092708	Angelina Marie Caprio
LPN092700	July Vanessa Morales	LPN092709	Quavisa Nicole Henderson
LPN092701	Latina Cheria Moorer	LPN092710	Jennifer Lynn Cagle
LPN092702	Charo Ladawn Randolph	LPN092711	Kimberly Denise Kelly
LPN092703	Grace Uzochukwu Nzekwe	LPN092712	Sharon Elizabeth Hudson
LPN092704	Tiffany Porch-Pope	LPN092713	Stacey Diane Breon
LPN092705	Achaleke Amin Tazifor	LPN092714	Alissa Elizabeth Woods

LPN092715	Angela Maria Torres-Santana	LPN092770	Krista Jackson Kroeze
LPN092716	Nasia Nicole Leyva	LPN092771	Ebony Chanon Madison
LPN092717	April Anne Lanzoni	LPN092772	Katina Dixon Webb
LPN092718	Raquel Maria Robbins	LPN092773	Kimberly Graham Walker
LPN092719	Brandi Cunningham Mitchell	LPN092774	Latia Nicole Martin
LPN092720	Christina Anita Jarvis	LPN092775	Tiera Lasha Gaiter
LPN092721	Erica Holloman	LPN092776	Sheryl A. Smalls
LPN092722	Veronica Marie Joseph	LPN092777	Tammy Lanae Thomas
LPN092723	Yvonne Jean	LPN092778	Catherine Salome Maku Teyegaga
LPN092724	Shinder Denice Brown	LPN092779	Maryssa Noel Tench
LPN092725	Kahleel Ruthmae Locke Clarke	LPN092780	Lydia H. Golden
LPN092726	Danielle Margverite Williams	LPN092781	Lolita Cortez
LPN092727	Vakeya Champ	LPN092782	Dana Murphy
LPN092728	Latona Monique Bass	LPN092783	Darrell B. Brown
LPN092729	Andrea Christine Schaeffer	LPN092784	Carol Lynn Cordle
LPN092730	Alisha Kaye Turvey	LPN092785	Chenai Renelle Harris
LPN092731	Judith Kathleen Rose	LPN092786	Angela Francis Hendriks
LPN092732	Ashley Victoria Skipper	LPN092787	Julia Lynn Barnes
LPN092733	JaShon Monique Green	LPN092788	LaKisha Sheree Duffy
LPN092734	Niesha Sharnay Bonner	LPN092789	Martha Lopez Navarro
LPN092735	Constance Diane Goble	LPN092790	Rebecca Shay Caudill
LPN092736	Danielle Rutherford Holley	LPN092791	COURTNEY RENEE BARFIELD
LPN092737	Sharval Carrie Harris	LPN092792	Crystal Nicole Marcus
LPN092738	Shelley Taylor Glover	LPN092793	James Miller Rowe, III
LPN092739	Marie Elizabeth Clarke	LPN092794	Beverly Elaine Burton
LPN092740	Jessica Nicole Runyon	LPN092795	Karen Michelle Krumm
LPN092741	Ilomante Tado	LPN092796	Alyssa Brooke Silva
LPN092742	Ava Margaret Pitts	LPN092797	Susan N. Wieschhaus
LPN092743	Delia B. Stuart	LPN092798	Gail Terese Simmons
LPN092744	Jessie Danielle Rhodes	LPN092799	Anne Charlotte Williams
LPN092745	Heather Kathryn Marvin	LPN092800	Priscilla Ann Smith
LPN092746	Aqura Kiara Leon	LPN092801	Donna F. Rollins
LPN092747	Stephanie Ann Salter	LPN092802	Michelle Caburnay Ramsdell
LPN092748	Khori Daria Peacock	LPN092803	Jenna Eugenia Widholm
LPN092749	Marilyn Rochelle Sidney	LPN092804	Damarla Keyshonna Foreman
LPN092750	Sandradee Hillary Gayle	LPN092805	Alicia Hedda Aqui-Thorpe
LPN092751	Jasmin Rene Griffith	LPN092806	Heather Faye Varnadoe
LPN092752	Micayla Jordan Decker	LPN092807	Angela J. Troncoso
LPN092753	Robin Leigh McElrath	LPN092808	Lucila Danelia Williams
LPN092754	Teresa Joyce Nash	LPN092809	Christina Marie Parrott
LPN092755	Jessica Ann Smith	LPN092810	Delaina Jean Duffey
LPN092756	Renata Benielle Campbell	LPN092811	Charla Ann Davis
LPN092757	Kristen Taylor Seabolt	LPN092812	ArQuitha Denise Dixon
LPN092758	Kim Michelle Harris	LPN092813	Sheera Lynn Destin
LPN092759	Pamela Anita Norfleet	LPN092814	Adriana Hamu Silva
LPN092760	Jeanetta Nicole Thomas	LPN092815	Ashely Nicole Daniels
LPN092761	Jorge J. Morales	LPN092816	Alice Mwihaki Mwangi
LPN092762	Jacelyn Arvella-Renee Lyles	LPN092817	Marjorie Miller Edmisten
LPN092763	Jesus Jose Ramos, Jr.	LPN092818	Shaniqua Sha'na Long
LPN092764	Kimberly Len Colley	LPN092819	Aida Yasmeen Martinez
LPN092765	Brittany Nicole Harris	LPN092820	Marcy Sue Morris
LPN092766	Barbara Ilona Brahmer	LPN092821	Niki Knight Kelly
LPN092767	Ashley Nicole Spencer	LPN092822	David Allen Phinazee
LPN092768	Heather Raquel Harris	LPN092823	Toshirio Connissa Rivers
LPN092769	Adela Bessie Culler	LPN092824	JANEYSIA RENEE YELLOCK

LPN092825	Rebekah Frances Edwards	LPN092880	LaTiffany Celestine Parham
LPN092826	Angelique Antoninette Nelson	LPN092881	Meghan Dey Johnston
LPN092827	Shamel Respress Ellison	LPN092882	Brittany Danielle Lewis
LPN092828	Valerie T Jackson	LPN092883	Rosie Hernandez
LPN092829	Keturah M. Millheim	LPN092884	Valeree B Bryant
LPN092830	Jaclyn Lee Ross	LPN092885	Beth Nicole Jones
LPN092831	Jerries Beacham Price	LPN092886	Carl Overn Andrews
LPN092832	Sharon Kirkpatrick	LPN092887	Wendy Monisa Kilgore
LPN092833	Jannella Adlien	LPN092888	Christina Dawn Marolf
LPN092834	Krishanna Andrea Campbell	LPN092889	Colby Wayne Jones
LPN092835	Lauren Raechille Miller	LPN092890	Carrie L. Jordan
LPN092836	Deborah Ann Livingston	LPN092891	Melissa Anna Alecia Morgan
LPN092837	An-gel Stephanie Kenneally	LPN092892	Julie Kirsten Honea
LPN092838	Emily Ann Patterson	LPN092893	Emelyn Arthur Striker
LPN092839	Samantha Nicole Greer	LPN092894	Stevie Kathryn Ankerich
LPN092840	Morine E. Enow	LPN092895	Lilliemae Devonne King
LPN092841	Verreacherica Taqunta Muff	LPN092896	Kara LeAnne Turley
LPN092842	Christie Nicole Wright	LPN092897	Kathleen Diane Simmons
LPN092843	Deborah Bea Walker	LPN092898	Courtney Nicole Velasquez
LPN092844	Chelsea Shalonda Dorcine	LPN092899	Danielle Joseph
LPN092845	Tracey Nicole Farooq	LPN092900	Mildred Trishandra Moore
LPN092846	Clairtide Previlon-Lovius	LPN092901	Misty Lee Stanfield
LPN092847	Jennifer Ellen Blair	LPN092902	Jhun Son Caday
LPN092848	Misty Michelle Robertson	LPN092903	Ashli Jordee Harris
LPN092849	Ruquiyah Alexander	LPN092904	Marie D Zipp
LPN092850	Danica Adrian Gibson	LPN092905	Mary Louise Rhodes
LPN092851	Miranda Futch Connelly	LPN092906	Joy Lynn Hairrington
LPN092852	Akua Konadu Aninkorah	LPN092907	Danne Noel-Blackburn Bailey
LPN092853	Alexandra Michelle Tortorich	LPN092908	Demetris Ka'Mia Calhoun
LPN092854	Imani Ife Campbell	LPN092909	Donna Kathleen Yavorsky
LPN092855	Serah Foyinsade Akinbote	LPN092910	Stacy Elizabeth Jerow
LPN092856	Breonda Caprice McDowell	LPN092911	Renee Lynn Lineback
LPN092857	Brittany Lindsey Mixon	LPN092912	Kadesha Montrice Tolbert
LPN092858	Cierra Jones	LPN092913	Katria Renise Martin
LPN092859	Ashley Danielle Griffin	LPN092914	Jasmine Renee Davis
LPN092860	Dustin William Shropshire	LPN092915	Charles Robert Payne
LPN092861	Domenica Anne Hashman	LPN092916	Jenny Dale Freeze
LPN092862	Rhonda Elaine Cox	LPN092917	Melanie Lanise Williams
LPN092863	Ashton Leah Ethridge	LPN092918	Janki A. Chaudhari
LPN092864	Karyn Michele Neal	LPN092919	Debra Anne Walker
LPN092865	Netanya Patrece Sawyer	LPN092920	Cashe Britney Hann
LPN092866	Tammy Alexzanderia Shaikh	LPN092921	Brittany Lauren Halota
LPN092867	Valerie Denise White	LPN092922	Franky Azor
LPN092868	Addie Beatrice Lee	LPN092923	Geneva Paula Brent
LPN092869	Catrina Ann Zimmerman	LPN092924	Victoria Nicole Jimenez
LPN092870	Katie Lynn Brantley	LPN092925	Jennifer Marie Giacomo
LPN092871	Amber Marie Stanfield	LPN092926	Caitlin Ann Miller
LPN092872	Vernetta Walker	LPN092927	Deidra Deanne Griner
LPN092873	Heather Marie Russo	LPN092928	NIKE DAVID
LPN092874	Rhonda Lachelle Wheeler	LPN092929	Aleksandra Uriarte
LPN092875	Krystal Burrell DeBoard	LPN092930	Monica Renee Walker
LPN092876	Sophia Vernell C. Love	LPN092931	Tabatha Sheree Grimes
LPN092877	Nakeesha Rochelle Rollins	LPN092932	Christine Anne Sullivan
LPN092878	Monica Edwina Reed	LPN092933	Ginger Leanne Vining
LPN092879	LaShawndra Patrice McIntosh	LPN092934	Channing Kaitlin Day

LPN092935	Cicely Jasmin Wainwright	RN124160	Anita Marie Whitten
LPN092936	Kuburat Lolade Shoetan	RN125490	Mary Angela Childre
LPN092937	Joel Keith Applewhite	RN125968	Barbara Dawn Tanner-Torres
LPN092938	Lutrina Lawanda Gordon	RN127623	Christiana Chinwe Ezeihekaibee
LPN092939	Angela Lynn Jones	RN130087	Elizabeth J. Hudson-Weires
LPN092940	Joanna Henderson	RN140780	Melissa Ann Waters
LPN092941	Ashley Lynn Ulbrich	RN141073	Tonya Ray Crager
LPN092942	Jennifer Lynn Gonzalez	RN142064	Melissa Marie Ruark
LPN092943	Kayla Michelle Freeman	RN143143	Rachel Leigh Smith
LPN092944	Shanita Nichelle Griffin	RN144565	Phyllis Marie Hughes
LPN092945	Sunni Maleah Rollins	RN145916	Judy Faye Rylee Schulz
LPN092946	Charlotte Mae Brannon	RN147583	Michelle Grant Dudley
LPN092947	Amber Nicole McCullough	RN150740	Lanita Reeshemah James
LPN092948	Tonney Michelle Coleman	RN153051	Lori Ann Perry
LPN092949	Olufunmilayo Vivian Olomola	RN155379	Kelly Dunn
LPN092950	Whitney Leigh Smith	RN157317	Kristina Carol Schultz Tanner
LPN092951	Sandra A Lopez-Vargas	RN157496	Linda Adaeze Nwadike
LPN092952	Joanna Marie Williams	RN158807	Amina Ben
LPN092953	Moniqueca Redawn Cobb	RN162115	Susan Nadine Dacres
LPN092954	Darlene Wilson	RN164158	Sara Lynn Lesley
LPN092955	Christy Dawn Lewis	RN164730	Christina Lynae Dye Watts
LPN092956	Jessica Jo Carder	RN169735	Kristina Stefanova James
LPN092957	Angelica Faye Leadabrand	RN170012	Michelle Marie Ladewig
LPN092958	Tina Renee Jordan	RN170053	Tracesha Ann Brummitt
LPN092959	Lakisha Vaughn Bates	RN170430	Amanda Gail Wells
LPN092960	Leontine Dominique Ross	RN170756	Jennifer June McCall
LPN092961	Saira J Jacobo	RN171157	Holley Melissa Ivey
LPN092962	Jamie Katheryn DeMore	RN171206	Shakir Lynette Gabriel
LPN092963	Michelle Ledford Kathryn Cavallaro	RN171696	Ksena McLean McCoy
LPN092964	Deana Patrice Johnson	RN172068	Rozina Allibhoy
LPN092965	Ashley Lenora James	RN172599	Hallie LeAnn Gilleland
LPN092966	Stephanie Teel Moore	RN172927	Obioma Iwule
LPN092967	Carrie Ann Countryman	RN173224	Oteia Keion Morris
LPN092968	Eniwetok Bryant	RN174428	Sarah Vanecia Davidson
LPN092969	Shale' Nate' Fordham	RN176674	Ellison Elizabeth Croft
LPN092970	Angela Kathryn Johnson	RN177068	Amber Leigh Brown
LPN092971	Taquisha Sheree Nunnally	RN177126	Robert Bruce Dickinson
LPN092972	Sha Clarice Poe	RN178507	Darc-Pucelle Nicolas
LPN092973	Kandice D Purvis	RN180892	Tracy M. Dudley
LPN092974	Hester Eileen Durham	RN183152	Barbara Jean Johnson
LPN092975	Mylika Antoinette Pritchett	RN184587	Kimberly Ann Bagwell
LPN092976	Elizabeth LaGail Adams-Wright	RN185752	Jennifer Nichole Lovell
LPN092977	Shantaye Ardicka Pittman	RN186067	Shuntina Lenette Lilly
RN052961	Terre Tynes Cheely	RN188113	Jamil Eman Davis
RN069224	Deborah Earley Milliken	RN188807	Scott Allen Coleman
RN082835	Shelia Antoinette Dubose-Cooper	RN189098	Kanran Kezia Toussaint
RN093636	Kathy Ann Marshall	RN191053	Maxine Elaine Rockhead
RN095879	Marvin Mitchell Shelton	RN191178	Ashley Jean Keeton
RN102368	Catherine Suzanne Allen	RN191223	Tamiko Rose Smith
RN103643	Kathleen Claire Harvey	RN191264	Alison Avery Yam
RN112011	Stacy Boone Reyher	RN191353	Jean Pablo Figueroa
RN114940	Tina Renee Folden	RN191357	Bradley Turner Davis
RN118676	Laura Harris White	RN191661	Jennifer Olivia Wade
RN120489	Bonnie O'Conner Deaton	RN192568	Salena Milini Barnes
RN122494	Amna Khan Handley	RN193471	Zainab Omosimisola Fakoya

RN193624	Timothy David Fitzgerald	RN210573	Sharon Brown Rouse
RN193633	Jennifer Strother Jones	RN210716	LaWanda Johnson Martindale
RN194212	Sherley Leon Beauflis	RN210936	Tamika LaVerne Crawford
RN194562	Neda Marie Jackson Lawson	RN211008	Carla Wilson Petty
RN195263	Jana Dotson Harrod	RN211278	Karlystra Nicome
RN195570	Kettia Mathurin	RN211550	Benita Howard Bizzell
RN195605	Jason Scott DeVoe	RN211923	Ashley Claren Canady Brinkley
RN195797	Katina J Edwards	RN212661	Delphine Sitsofe Ayivor
RN197547	Sarah Jeanette Parker	RN213005	Jessica Lynne Koch
RN198143	Mary Isabelle Wright	RN213131	Ashley Marie McBride
RN198661	Steven Del Gunter	RN213457	Keri Lynn Altman
RN200016	Kathryn Marie Hunter	RN213607	Charmaine Leora Downer
RN200649	Joshua David Snearly	RN213637	Brittany Maddox Osborne
RN200756	Dewanna Lashaun Wilson	RN213657	Jasmine Alexis Berry
RN200827	Karrie Hodges Pusateri	RN213990	Adrian Dayne Godwin
RN201116	Melissa Sue McNaughton	RN214012	Lauren Jean Chandler
RN201825	Laura Myrick Durr	RN214239	Alysson Michelle Perrin
RN201978	Angela Yvonne Owusu-Edusei	RN214360	Kimberly Sheryl Jennings
RN202093	Elena Christina Prendergast	RN214727	Brittney Lael McClannahan
RN202145	Latasha Drenett Hudson	RN215191	Jennifer Cline Taunton
RN202508	Nicole Martelli Simmons	RN215371	Meagan Denise Classey
RN202578	Lindsey Shea McCranie	RN215407	David Jeffery Swanagan
RN202887	Terrill Anthony Cooper	RN215443	Cody Shai Folsom
RN203022	Autumn Marie Mills	RN215647	Kadesha Saghier Massaud
RN203066	ShaQuana LaToya Brown	RN215718	Melia Bileko Maketo
RN203532	Shomika Lasha Phillips	RN215864	Kathryn Hamlett Ray
RN204230	Margaret Moore Faenza	RN216175	Iliana Irene Vermillion
RN204248	Hannah Ruth Davis Langley	RN216315	Angelica Joy Huff
RN205078	Amie Lyn Green	RN216373	Stephanie Sutton Riddle
RN205357	Sylvia Nambela Sakulanda	RN216380	Antwenette Charae Smith
RN205520	Latoria Janay Bass	RN216596	Tadele Benti Dinsa
RN205616	Christy Ann Gonzalez	RN216652	Sheila Ogochukwu Anyaoha
RN205797	Kristin Elizabeth Sieja	RN216665	Kayla Denise Gee
RN206345	Jacqueline Joyce Muthanga Kigundu	RN217213	Aliah Duke Sapp
RN206625	Natalie Yvette Royal	RN217310	Bailey Fletcher Lanier
RN206907	Randi Caroline Kozlowski	RN217388	Christina Nichole Noles
RN207142	Larry Eugene Hamsley	RN217901	Nicole Jane Camp
RN207504	Caitlin Caroline Russell	RN218110	Amanda Nicole Cleghorne
RN207586	LaTanja Hood	RN219736	Bryan Gregory Bardash
RN208793	Gary Lee Chewning	RN219776	Lauren Nicole Hudson
RN208814	Lora Marie Stepp	RN219795	Sara Beth Coker
RN208947	Felicia Elizabeth Pressley	RN220207	Jennifer Erin Rae Holland
RN208979	Jessica Rose Faust	RN220290	Lauren Ditthardt Barker
RN209017	Elizabeth Nyambura Muchiri	RN220476	Kamica Nicole Ross
RN209049	Jessica Knight	RN220674	Levi-Rose Jane Reyes
RN209362	Jessica Lou West	RN220693	Edlyn Shanise Brown
RN209663	Brennan Oates Duckworth	RN221249	Merlyn Ann Clarke
RN209728	Justin Doyle Nicholson	RN221693	Tamika Antoinette Martin
RN210121	Jill Lorraine Morich	RN222286	Laura Elizabeth Malcom
RN210197	Thomas John Chitwood, III	RN222408	Heather Ann Menees
RN210213	Gisele Natacha Gobre	RN222452	Andrea Danielle Cafarelli
RN210284	Caleb Charles Magistro	RN222689	Stephanie Anne Wilcox
RN210331	Roselande Emmanuel	RN222910	Kala Inglett Windham
RN210379	Regina Renee Walsh	RN223191	Kayla McRae Phillips
RN210441	Tiffany Ni-Thi Le	RN223280	Maria Jane Holder

RN224571	Alaina Rachel Malerba	RN257140	Gayle Ann Harrold
RN224852	Marcie Nicole Nicks	RN257141	Dinah Annette Farrell
RN225116	Corinne Ann Hinson	RN257142	Pascale C. Guillaume-Jean
RN225284	Erinn Newman Beasley	RN257143	Jennifer Eaddy Gamble
RN225857	Amy Octavia Zimmerman	RN257144	Brianna Nicole Hagerty
RN226192	Kristina Lauren Thomas	RN257145	Heather Hoffman Hughes
RN226350	Sarah Frances Durham	RN257146	Jacqueline Claudette Washington
RN226407	Kamran Rajae	RN257147	Lori Favre Ory
RN227260	Pate Ansley Chester	RN257148	Meryem Bek Singh
RN227902	Cynthia A. Tew	RN257149	Shana N. Taylor
RN228793	Heather April Chambley	RN257150	Suzanne Payne
RN228938	Darla Justine Balas	RN257151	Paul Wagner Nielsen
RN230203	Kelly Michelle Gaddis	RN257152	Jessica Danielle Olavarria
RN230245	Laura Elizabeth Bruton	RN257153	Maja Elizabeth Reichardt
RN230276	Tina Gooch Campbell	RN257154	Russell Jay Neptune
RN230775	Victoria Ariel Jones	RN257155	Meseret Shiferaw Yibrehu
RN230812	Veronica Mangaza	RN257156	Dana Beth Konrad
RN232107	Melissa Miller Stevenson	RN257157	Dorothy Mary Carnoske
RN232566	Chandra Torry Chapman	RN257158	Bibi Shaharazad Black
RN237092	Cortney Leighann Black	RN257159	Carmine Corinella
RN237290	Kelli Cecilia Lozano	RN257160	Maria Lourdes Morales
RN240475	Martina Minneci Kolovich	RN257161	Mary Lou Hoover
RN240652	Amanda Kay Hansen	RN257162	Oluwatosin Modupeoluwa Ayo-Vaughan
RN243547	Latrena Michelle Montgomery	RN257163	Tressa Jean Kanan
RN243941	Kaitie Weber Nolin	RN257164	Jennifer Anne Lorimer
RN244202	Trenton Wayne Watson	RN257165	Flavia Margarita Medina
RN244339	Andrew Larry Hornsby	RN257166	Althea Latoy Granger
RN246004	Nanette Bautista Korkow	RN257167	Heather Alese Currey
RN249407	LaBraile Unique McCoy	RN257168	Frances Wilma Ballard
RN249528	Katherine Elizabeth Madden	RN257169	Danny Lee Donaldson
RN253432	Melissa Lynn Price	RN257170	Jennifer Michelle Kelly
RN253439	Rolinda Cervantes Nwokonko	RN257171	Miriam Kenan
RN255069	Kathleen Laird Brown	RN257172	Brian Patrick Mack
RN256036	Anna Marie Smigelski	RN257173	My Linh Thi Le
RN256046	Melanie Smith Weekley	RN257174	Michelle Catherine Elam
RN256207	Danielle Marie Underwood	RN257175	Nicole Lynn Falbe
RN256269	Nakia Charrone Gilliam	RN257176	Kortney Amber Colbert
RN256413	Julie Bekker Small	RN257177	Joseph Luke Nation
RN256595	Jeffrey Wayne Arnovitz	RN257178	Pamela McGill Watson
RN256700	Sharon Ann Thrush	RN257179	Dana Marie Evans
RN256769	Jacqueline Antonia Guijarro Yoars	RN257180	Judith Ann Ogren
RN256964	Mary Jo Blanton	RN257181	Rocio Idalie Chacon
RN257021	Amy Ann Milewski	RN257182	Tiffany Hallman Brown
RN257059	William Louis Hopkins	RN257183	Tracey Michelle Johnson-Smith
RN257084	Rebecca Lynn Turner	RN257184	Heather Kim Fenton
RN257130	Cathleen Phyllis Hartigan	RN257185	Hallie Lin Draeger
RN257131	Kathryn Anderson	RN257186	Carly Lucille Anderson
RN257132	Erika Mendoza-Rodriguez	RN257187	Laurie Meichell Wilson
RN257133	Gathuku Njeri	RN257188	Tisha DyAnn Weddington
RN257134	Melissa Ann Foust	RN257189	Angie Leigh Nutial
RN257135	Tanya Rose Feilke	RN257190	Erica Danae Sutton
RN257136	Shelly Hoskins Dix	RN257191	Olivia Michelle Garcia
RN257137	Nancy Jane Drews	RN257192	Jayne Barnhardt
RN257138	Stephanie Marie Thomas	RN257193	Carmen Dedmon Rawiszer
RN257139	Joshua Michael Hatcher-Mullins	RN257194	Trudi Ann Franzel

RN257195	Anna Maria DiVicino	RN257250	Lakisha Victoria Sawyer
RN257196	Erin Abbey Gray	RN257251	Carla Maria Sellek
RN257197	Lakeisha Shantta Irving	RN257252	Yevgeniy Viktorovich Vugman
RN257198	Carol Anne DuRant	RN257253	Karian G Snyder
RN257199	Diane Marie Hays	RN257254	Vanessa Ann Wright
RN257200	Angela Denice Arguello	RN257255	Paula Marie Grassmick
RN257201	Danielle Shanice Marshall	RN257256	Georgia Anne Lualhati Arenas
RN257202	Abby Lynn Smith	RN257257	Diane Jester Peele
RN257203	Neontae Wright	RN257258	Bernice Laverne Robertson
RN257204	Leslie Anne Hall	RN257259	Janie Yager
RN257205	Kristine Corbin	RN257260	Charita Shontel Prophette
RN257206	Linda Jaime Barnett	RN257261	Sherry Ann Wood
RN257207	Tiffany May Bailey	RN257262	Melinda Maria Stein
RN257208	Rebecca Jane McGrath	RN257263	Samantha Ann Saunders-Blake
RN257209	Lindsay Kendall McIntyre	RN257264	Pavitra Gurung
RN257210	Amanda Hayes Watson	RN257265	Daniel Louis Marino
RN257211	Karen Kasey Strickland	RN257266	Danielle Jean Beaudoin
RN257212	Megan Rose Williams	RN257267	Vanessa Cantu
RN257213	Salimatou Bella Diallo	RN257268	Starla Renee Miles
RN257214	Leithia Hyacinth Martin	RN257269	Mary Beth Rogers
RN257215	Nakia S Pratt	RN257270	Cody Matthew Helton
RN257216	Terry Lee Austin Quinn	RN257271	Sara Kenney Helton
RN257217	Denise Joy Bell Jones	RN257272	Donald Cleveland Kilcrease, Jr.
RN257218	Tracie Carol Platt	RN257273	Savanah Casey Haynes
RN257219	Francy Ann Szentgyorgyi Duska	RN257274	Holly VanNessa Boyer
RN257220	Traci Crystal-Nicolo Hansley	RN257275	Flordeliza Chu
RN257221	Brooke Latrice Martin	RN257276	Bernice Pinky Monger
RN257222	Genevieve Slaughter	RN257277	Kimberly Lynn Mindel
RN257223	Kenneth Lee Vinson	RN257278	Jeffrey Lamont Anderson
RN257224	Kelly Marie Strange	RN257279	Katiuscia Andree Jean-Baptiste
RN257225	Mona Diane Vernon	RN257280	Jasmine Aline Clay
RN257226	Cheryl Lynn Walker	RN257281	Dawn Dupre' Johnfroe
RN257227	Jenefer Kristine Brown	RN257282	Sana Khan
RN257228	Angela Diane Beasley	RN257283	Youn Kyung Lee
RN257229	Monica Yvette Alday	RN257284	Ruther Mae Battle
RN257230	Leisa Renee Thornton	RN257285	James Edward Tate
RN257231	Nitheesh Nedumpampil Thomas	RN257286	Paddy Tanyi Tabe Ayuk
RN257232	Antwan Lajunne Baker	RN257287	Amanda Jane Ailleo
RN257233	Teresa Lorraine Felton	RN257288	Angela Jean Ramey
RN257234	Kristen Renee Gaare	RN257289	Brady Justin Reece
RN257235	Jessica Ashley Gaydos	RN257290	Reem Muesby
RN257236	Kayla Mabry Dalrymple	RN257291	Alan Raymond Crawford
RN257237	Tiffany Lynn Radney	RN257292	Kimberly Juliana Linzan
RN257238	Jennifer Anne Powers	RN257293	Tacey Lauren Daves
RN257239	Melissa Haydee Alegre-Guzman	RN257294	Debra A. Duffy
RN257240	Reba Jean McVay	RN257295	Marie-Josée Gadoury
RN257241	Kelly Marie Fineman	RN257296	Melissa Ann Szumloz
RN257242	Lenore Jamie Espiritu	RN257297	Anthony Ryan Gatens
RN257243	Christy Lauren McAlister	RN257298	Shaina Marie Stamm
RN257244	Kristin Elaine Donlan	RN257299	Teresa D. Welch
RN257245	Cammy Danell Campbell	RN257300	Georgina Roberta Moosue
RN257246	Rafael Garcia	RN257301	Damon Matthew Hammett
RN257247	Patricia Lavent Parker-Glee	RN257302	Sheryl Lee Cowan
RN257248	Joy Elizabeth Clapp	RN257303	Kodjovi Dinyefan Kodjo
RN257249	John Dare Munk	RN257304	Kristin Dawn Jenkins

RN257305	Ryan Lyndon Smith	RN257360	Ashley Nicole Boyt
RN257306	Marcia Trelane Bush	RN257361	LaWanda Annette Spicer
RN257307	Chainnel Aprie Simpson	RN257362	Bonnie Lou Saucier
RN257308	Shanna Lyn Simpson	RN257363	Veniece Monique Smith
RN257309	Lanneka White	RN257364	Gail Ann Flint
RN257310	Nancy Hand Camp	RN257365	Peggy Nanette Flannigan
RN257311	Sara Grace Hansen	RN257366	Angela Rene' Vinson
RN257312	Dominique Suzanne Cognetta	RN257367	Deborah Marie Brundage
RN257313	Jessica Lauren Yoder	RN257368	Rebecca Blanchard Thompson
RN257314	Carolyn Ruth Carroll	RN257369	Erin Nicole Bugos
RN257315	Frances M. Furman Basista	RN257370	Dantelle Mechelle Thomas
RN257316	Lisa DeAnne Kloppedal	RN257371	Alison Faith Murphy
RN257317	Gayle Noel Wicklund	RN257372	Aimee Nicole Lamb
RN257318	Derenda Faye Jones	RN257373	Elita Christine Intini
RN257319	Victoria Rae Sowards	RN257374	Judith Ann Rivera
RN257320	Joshua Christopher Allen	RN257375	Jeanne Elizabeth Braby
RN257321	Stacy Thompson	RN257376	Nicole Marie Demase
RN257322	Sameidra Arlyce Wooten	RN257377	Lenore Reilly
RN257323	Susan Rai	RN257378	Hannah Lake-Rayburn
RN257324	Shannon Leigh Cathey	RN257379	Nicole Renae Nees
RN257325	Julie Leonard Lincicum	RN257380	Taran Brooke McCaskill
RN257326	Rosalinda Carranza Lopez	RN257381	Brittney Deonte' Brooks
RN257327	Kelle Melvin Logan	RN257382	Brittany Leigh Cook
RN257328	Carol S Stick	RN257383	Delores I Robinson
RN257329	Colleen Marie McCormick	RN257384	Svetlana Periu
RN257330	Anna Elizabeth Smartt	RN257385	Tabitha Marie Hulett
RN257331	Seth Thomas Scott	RN257386	Jennifer Lynn Grap
RN257332	Jedidiah Dale Artman	RN257387	Aimee Joelle French
RN257333	Lindy Rae Kelley	RN257388	Latanya Lawrence
RN257334	Halie M. Hunczak	RN257389	Steffani Tess Maier
RN257335	Kelsey Paige Rowe	RN257390	Wesley Garrett Cheek
RN257336	Jessica Renae Barwick	RN257391	Amanda Bethany Scott
RN257337	Heather Ann Elam Henkel	RN257392	Jason Eric Swain
RN257338	Linda Faye Jones	RN257393	Edwina Kou Guanue
RN257339	Derianne Amber Killingsworth	RN257394	Josephine K. Namasinga
RN257340	Jessica Anne Banks	RN257395	Deanna Lynn Marie Bellus
RN257341	Cha Yashica Hagins	RN257396	Felicia Joy Robinson
RN257342	Ericka Ilenny Sorto	RN257397	Maria Dolores Lopez
RN257343	Megan Elaine Skelton	RN257398	Lashawnda Jacklyn Clark
RN257344	Roosevelt Jamaal Wilson	RN257399	Jaclyn Lenell Hood
RN257345	Herfa Maria Brown	RN257400	Donna Mary Jenkins
RN257346	Jenny Couse	RN257401	Yovanie Jean-Pierre
RN257347	Rebecca K Berdahl	RN257402	Samantha Lynne Richard
RN257348	Amy Maurine Iverson	RN257403	Rhiannon Leah Gautreaux
RN257349	Lauretta Josephine Karwoski	RN257404	Adma Grace Wilson-Romans
RN257350	Mary Ellen Anderson	RN257405	Na'Tasha Rashelle Jones-Williams
RN257351	Sarah Beth Harvey	RN257406	Shawn Diev McCartney
RN257352	Willie Matthew Preston, III	RN257407	Lori Ellen Moore
RN257353	William Elmo Jabour	RN257408	Dawn Deanna Irvin
RN257354	Brittney Melissa Stamey	RN257409	Robin Marie Krainer
RN257355	Janis Tinnelle Davey	RN257410	Patricia Macaire O'Brien
RN257356	Truptiben H Patel	RN257411	Rhonda Renee Calhoun
RN257357	Marcus Robert Reynolds	RN257412	Christy Leann Cotter
RN257358	Anita L Brown	RN257413	Kelli Lynn Helgeland
RN257359	Miyosha Nicole Brimfield	RN257414	Glenda Pearson-Dixon

RN257415	Kerry Ann Wallace	RN257470	Megan Anne Rockwell
RN257416	Rebecca Ashlie Gwyn	RN257471	Maggie Mary Austrie
RN257417	Anna Beth Cheek	RN257472	Salvatore Edward Bologna
RN257418	Molly Sloan Layfield	RN257473	Jodi Lynn Fales
RN257419	Roxeen Sashorna McLean	RN257474	William Ivey Sumler
RN257420	Erica Denise Ferrell	RN257475	Chandler Strickland Bahr
RN257421	Andrea Danielle Burris	RN257476	Esther Matveychuk
RN257422	Alicia Diane Buice Lima	RN257477	Cynthia Grace Sullivan
RN257423	Chandler Lauren Foster	RN257478	Haley Lynn Reagin
RN257424	Carla Megan Arthur	RN257479	Melisa Marie Elder
RN257425	Kasey Leanne Wheat	RN257480	Christina Louise Walker
RN257426	Crystal Kay Collier	RN257481	Cassie Maranda Lindsey
RN257427	Anthony George Gavalas	RN257482	Christian Taylor Lindley
RN257428	Brandi Michelle Dyer	RN257483	Christian Danielle Riordan
RN257429	Robin Duncan	RN257484	Pamela Demetrice Allen
RN257430	Courtney Merritt Youmans	RN257485	Echelle Ann Fabian
RN257431	Alyssa McKenzie Brown	RN257486	Ajith Abraham Skariah
RN257432	Shawanda Shante Shorter	RN257487	Marvin Eric Sheppard
RN257433	April Andrews McGrotha	RN257488	Stormy Lee Silas
RN257434	Pamela Joann Gambill	RN257489	Rachael Marie Hawkins
RN257435	Amoy Virgo	RN257490	Randall Lee Reyher
RN257436	Karissa Elizabeth Mann	RN257491	Amy Marie Harshaw
RN257437	Tiereny Nicole Minassian	RN257492	Brooke Elizabeth Newman
RN257438	Josalyn Janel Hall	RN257493	Kristin Amber Hashem
RN257439	Lauren Rene Peter	RN257494	Mica Ladon Norman
RN257440	Charde' Jean Pruitt-Gillard	RN257495	Kathryn Diane Clarke
RN257441	Carol Ann Zitzelberger Strong	RN257496	Charity Belle Rowland
RN257442	Sonya Lynne Klein	RN257497	Deborah Jean Sveinsvoll
RN257443	Amelia Elena Sarrell	RN257498	Damon Anthony Lewis
RN257444	Samantha Maureen Wills	RN257499	Jordan Alexandria Onder
RN257445	Leigh-Anne Bennett McClellon	RN257500	Myra Fields Varnado
RN257446	Mandy Starr Chandler	RN257501	Brian Allen Palmer
RN257447	Shae Marie Lingerfelt	RN257502	Joy Rae Reichenberg
RN257448	Chrystele Rebecca Alliance	RN257503	Jami Deann Bolman
RN257449	Yalori Lea Coker	RN257504	Mary Carroll Murray
RN257450	Amylyn Marie Behrens	RN257505	Sarah House Alexander
RN257451	Chelsia Louise Burkes	RN257506	Stamey Seleste Avery
RN257452	Ashley Hutchins Lowman	RN257507	Brandy Shearin Mann
RN257453	Vanessa Marie Hart	RN257508	Meaghan Allyce Adair
RN257454	Patricia Diane Stover	RN257509	Misty Dawn Victory
RN257455	Sheketa Monique Hasley	RN257510	Kayla Ann Byerly
RN257456	Rebecca Lea Randolph	RN257511	Heidi Hayan Joung
RN257457	Merrilee Callen Stevenson	RN257512	Tabatha Lynn Jaques
RN257458	Grace Ha Eun Kang Mejia	RN257513	Linda Marlene Buford
RN257459	Cherlon J. Kelley	RN257514	Gina Marie Pitocchelli
RN257460	Kira Lynn Mazac	RN257515	Courtney Lee Voss
RN257461	Debbie Miller Michiels	RN257516	Joelle Arlene Wontorcik
RN257462	Sandi Renee McDermott	RN257517	Sarah Beth Moore
RN257463	Katherine Noyes MacLennan	RN257518	Madeleine Oster
RN257464	Evelin Mitchell McPherson	RN257519	Laura A. Campbell
RN257465	Andrea Lynn Lyle	RN257520	Ola Adedola Kambi
RN257466	Sherri Renee Oberjohann	RN257522	Evary Cobb Carroll
RN257467	Genevieve Lynn Bennett	RN257523	Kelsey Marie Aman
RN257468	Amy Elizabeth Ruotolo	RN257524	Jennifer Elaine Payton
RN257469	Jessica Michelle Russell	RN257525	Stella Jane Stomper

RN257526	Kendall Sanders McMurphy	RN257581	Kriss Kyonna Maroko
RN257527	Lauren Chelsea Williams	RN257582	Marc N DeCosta
RN257528	Emily Schober Klingman	RN257583	Sandra Marie Rieth
RN257529	Lisa Marie Minzer	RN257584	Kimberly Jean Godfrey
RN257530	Delali Thompson	RN257585	Michelle Lynn Smith
RN257531	Adrienne Elayne Menzel	RN257586	Katrina Latoya Williams
RN257532	Amanda Gayle Brandon	RN257587	Maria Angelica Hular Angco
RN257533	Stephanie M Angeletos	RN257588	Kim K. Barrois
RN257534	Melinda Burton Mcgee	RN257589	Monica Felicia Christie
RN257535	Melody Jo Kesselring	RN257590	Claire Ann Mayone
RN257536	Sarah Lorraine Creveling	RN257591	Wendy Amelia King
RN257537	Samantha Lynn Craig	RN257592	Eric Cortez Jones
RN257538	Lisa Jean Catudal	RN257593	Sydney Lenora Carey
RN257539	Georgene Comparetto	RN257594	Casandra Marie Davis
RN257540	Melinda Ann Barnish	RN257595	Caroline Marie Scarborough
RN257541	Felicia Alice Henry	RN257596	Amy Victoria Cooper
RN257542	Katherine Suzanne Gillispie	RN257597	Monica Trotter
RN257543	Tracy Jon'Vietta Shinell	RN257598	Altovise Cirell McClain
RN257544	Kari Lee Dugas	RN257599	Amanda Jean Sheppard
RN257545	Michele Yvette Pelaez	RN257600	Keiuna Cherrell Alyse Richardson
RN257546	Angela Marie Smith	RN257601	Kayla Smith Bennett
RN257547	Deborah Yvonne Koepp	RN257602	Bobbie Kandice Hanson
RN257548	Anna Maria Karadayi	RN257603	Pauletta Lynn Whittington
RN257549	Brittany Corinne Hegi	RN257604	Elizabeth Louise Durrett
RN257550	Laura Elizabeth Hart Keller	RN257605	Denise Leigh Moncrief
RN257551	Callie Rae Knieper	RN257606	Emily DaShell Barker
RN257552	David Maina	RN257607	Summer Danielle Altman
RN257553	Elizabeth Hope Jones	RN257608	Kari Elizabeth Butts
RN257554	Caretha Montgomery	RN257609	Emily Christine Russell
RN257555	Susan Kathleen Musilli	RN257610	April Wise
RN257556	Sheline Travis Lampart	RN257611	Michelle Bethanne Dutto
RN257557	Casey Jayne Shields	RN257612	Megan Laura Hayes
RN257558	Cathryn Nichole Rogers	RN257613	Jessica Megan Brookshire
RN257559	Shara LaNecia McPhall	RN257614	Kimberly Ann Figley
RN257560	Danielle Whittle Campbell	RN257615	John Ray Fowler
RN257561	Mary Ellen Howard	RN257616	James Cory Jones
RN257562	Taylor Gayle Rigsbee	RN257617	Silvana Paola Chipollini
RN257563	Patricia LeAnn Fernandez	RN257618	Nina Joylene Anderson
RN257564	Amanda Jean Ford	RN257619	Jayne Xuan Pham
RN257565	Jordyn Taylor Martin	RN257620	Jessica Louise Aaron
RN257566	Corey Benjamin Barron	RN257621	Rashida Janae Simmons
RN257567	Bryan McDonald	RN257622	Lindsey Nicole Railey
RN257568	Sara D'an Kruczek	RN257623	Sarah Elizabeth Doolittle-Guffev
RN257569	Jacqueline Marie Graves	RN257624	Lisa Marie Downs
RN257570	Carrie Ann Diaz	RN257625	Tiffanie Brenda Walton
RN257571	SARAH RACHEL LOOMAN	RN257626	Joyce Lynn Lawless
RN257572	Kirstie Finley Phillips	RN257627	Ashley Paige Wolf
RN257573	Yves Marjorie Joseph	RN257628	Francesca Louisa O'Dell
RN257574	Kenyarda H. Martin	RN257629	Marsha Lynn Days
RN257575	Shayla Ambernique Vickers	RN257630	Margaret Elizabeth Oddo
RN257576	Taelor Bree Dietz	RN257631	Melanie Marie Michel
RN257577	Tori Nechez' Dickens	RN257632	Michelle Madredijo Gravamen
RN257578	Kimberly Raynette Bowman	RN257633	William Anthony Godwin
RN257579	Nina Patricia Fonteneaux	RN257634	Allie Taylor Gilbert
RN257580	Renato Vidal Flores, Jr.	RN257635	Beverly Regina Reed

RN257636 Richa Rijal
RN257637 Lori Ann Rasmussen
RN257638 Melissa Kellie Robinson
RN257639 Lorraine Williams Hendricksen
RN257640 Mary Denise Adams
RN257641 Raquel Tenika Harvey
RN257642 Sheryl Lynn Forster
RN257643 Galy Melissa Hidalgo Silva
RN257644 Erin M. Ballou
RN257645 Danielle Nicole Cloud
RN257646 Rachel Alicia Marsh
RN257647 Stefanie Lyn Couch
RN257648 Erin Louise DeTar
RN257649 Marguerite Cumbie Chambers
RN257650 Morgan Rae Carter
RN257651 Khrys Star Thompson
RN257652 Raegan Brooke Thompson
RN257653 Shannon Alanna Desmond
RN257654 Rylee Morgan Carter
RN257655 Ngozi O. Nkongho
RN257656 Todd Aaron Tucker
RN257657 Darryl Dwayne Whyte
RN257658 Tina Lashon Jones
RN257659 Katherine Lynn Jett
RN257660 Davico Timothy Smith-Washington
RN257661 Debra Ann Stade-Self
RN257662 April Lynn Park
RN257663 Shayna Sharelle Perdue
RN257664 Inga Zulfic Mustic
RN257665 Alison Leigh Rost
RN257666 Mary Jane Bailey
RN257667 Orphia Marsha Bailey
RN257668 Heather Marie Haff
RN257669 Joseph Stephen Latham
RN257670 Karin Lukac Johnson
RN257671 James Samuel Smith, III
RN257672 Joanna Saunders Rennie
RN257673 Lauren Michelle Byrd
RN257674 Kande Grace Little
RN257675 Ashley Taylor Krauss
RN257676 Britni Nicole Evans
RN257677 KRISTEN BARDEN JOHNSON
RN257678 Mark Kenyon Christmas, Jr.
RN257679 Adam Lance Streeter
RN257680 Katelyn Elane Kelley
RN257681 Catherine Hastings Day
RN257682 Sarah Marie Luerman
RN257683 Rose Laure Horton
RN257684 Stephanie Roshaunda Carter
RN257685 Mary Alice Hodge
RN257686 Eddie Dwayne Gore
RN257687 Heather Anne Jones
RN257688 Stephenie Lee Green
RN257689 Jazmine Quyantranae Frye
RN257690 Hannah Louise Kelly

RN257691 Carol Ann Wallace
RN257692 Shalea Dowdell Jackson
RN257693 Kimberly Ann Fedele
RN257694 Cosette Odom Bell
RN257695 Ebony Jalessa Fraser
RN257696 Ann Marie Davis
RN257697 Kimberly Sue Haskell
RN257698 Paige Bowers Potts
RN257699 Brooke Nicole Reade
RN257700 Pamela Ann Webber
RN257701 Florah Kambura Njenga
RN257702 Dawn Marie Willey
RN257703 Susan Zelnik Cox
RN257704 Rhonda Ann Parker
RN257705 Deborah Sue Russell
RN257706 Laura Renee Weldon
RN257707 Andrea Lekisha Williams
RN257708 Donald Burnell Drury
RN257709 Emily Alise Cook
RN257710 Sydnee Rena Smith
RN257711 Meredith Marie Evans
RN257712 Lauren Brooke Stepp
RN257713 Karen Denise Norman
RN257714 Kendel Leigh Dove
RN257715 Wandra Taneese Smith
RN257716 Kaelan Nicole Schultz
RN257717 Sarah Jean Patrick
RN257718 Bradford Mikell Perry
RN257719 Andrea Lynn Smith
RN257720 Alyssa Brooke Flowers
RN257721 Anna Lee Howard
RN257722 Nancy Elaine Stewart
RN257723 David Kurt Willis
RN257724 Tara Ann Marrero
RN257725 Bethany Renee Sanders
RN257726 Elizabeth Abigail Huff
RN257727 Janeka Marsha Moody
RN257728 AMANDA LEE LILLA
RN257729 Eric Bryan Epperson
RN257730 Briana Lauren Beatty
RN257731 Rachel Kathryn Raymond
RN257732 Jessica Lindsay Driver
RN257733 Megan Leigh Ringwelski
RN257734 Grace Whipple Greenwald
RN257735 kimberly ann murillo
RN257736 Rufina Female Serieux
RN257737 Chinonso Mirian Okoro
RN257738 Christina Raquel Thompson
RN257739 Courtney Shanta Fowler
RN257740 Sarah Lashay Walls
RN257741 Alicia Montgomery Audirsch
RN257742 Charlotte Marie Everingham
RN257743 Jordan Arielle Rudnicki
RN257744 Anahi Guadalupe Sandoval Barragan
RN257745 Teresa Kay Kirkland

RN257746 BreeAnn Nicole Calvert
 RN257747 Meaghan Christina Murphy
 RN257748 Jamie Melissa Dills
 RN257749 Sarah June Seabolt
 RN257750 Anna Marie Hughes
 RN257751 Patricia Charlene Scott
 RN257752 Leah Catherine Stokes
 RN257753 Joelle Ann Johnally
 RN257754 Jeannie Marie Charles
 RN257755 Shane Taylor Yandow
 RN257756 Rachel Grace Gravlee
 RN257757 Angela Lynn Meeks
 RN257758 Lindsay Marie Smith
 RN257759 Allison Nichole Robison
 RN257760 Mark Steven Potter
 RN257761 Amanda Michelle Lee
 RN257762 Alyssa Nicole Denison
 RN257763 Casey Brianna Griffin
 RN257764 Sarah Nichole Haymons
 RN257765 Karen Irene Martin Garcia
 RN257766 Jayne Ellen Bower
 RN257767 Victoria Randall Barbosa
 RN257768 Lydia Josephine Habersham-Lewis
 RN257769 Kendra Alfrancia Niles
 RN257770 April Michelle Rosa
 RN257771 Pamela Kay Allen
 RN257772 Melissa Marie Gray
 RN257773 Amber Lynn Carey
 RN257774 Marian Rebekah Benton
 RN257775 Lena Celestine Pandolph
 RN257776 PATIENCE AKUA AFETOR-PRICE
 RN257777 Klaus Salgado Campos
 RN257778 Melessa Lynn Alley
 RN257779 Tanisha Marie Lawler
 RN257780 Ijen ODion Imwensi
 RN257781 Tori Brooke Carter
 RN257782 Judith Pirkle Knapp
 RN257783 Kristyn Mariel Ruitenber
 RN257784 Kristen Lynn Keen
 RN257785 Elaine Hoke Nunner
 RN257786 Katherine Ireland Klick
 RN257787 Merriwyn Jane Larson
 RN257788 Kehllee Lynn Craffey Popovich
 RN257789 Bethany Ann Ledbetter
 RN257790 Carol Jean Mooney
 RN257791 Jessica Anne McCarthy
 RN257792 Khadejha Tamara Brown
 RN257793 Shalom Stanford Morrison
 RN257794 Edward James DeLong
 RN257795 Bailey Ann Hansard
 RN257796 Carole Ann Downing
 RN257797 Heather Palazzolo Saucier
 RN257798 Sharell Marie Wilson
 RN257799 Cyndee S. Kennedy
 RN257800 Katelyn lee Kupperbusch

RN257801 Tayler Rae Williams
 RN257802 Allison Michelle Long
 RN257803 Teresa Angela May
 RN257804 Caitlin Georgina Leigh Lindsay
 RN257805 Brittney Denise Mills
 RN257806 Joseph Robert Prettyman, II
 RN257807 Edward John McGrath
 RN257808 Patricia E Shipp
 RN257809 Mckenna Brooke Rushton
 RN257810 Courtney Katrina Williams
 RN257811 Lynn Debrow Miller
 RN257812 Katherine Renee Veach
 RN257813 Nancy Akinyi Adera
 RN257814 Jesyka Hope Garcia West
 RN257815 Jessica Rena Williams-Bush
 RN257816 Lauren Danielle Bouchard
 RN257817 Brandy Rose Tinelli
 RN257818 Mary Kate Rushton
 RN257819 Shante Emprise Brown
 RN257820 Leah Angela Phillips Ortenzo
 RN257821 Angela Lavett Williamson
 RN257822 Latasha Teri Johnson
 RN257823 Ashley Michelle McKinnon
 RN257824 Mary Elizabeth Crane
 RN257825 Alexis Nicole Courson
 RN257826 Nachell L Sanfilippo
 RN257827 Evenleana Roxie Danielle Porterfield
 RN257828 Catherine Ann Gayle
 RN257829 Rebecca Shae Logue
 RN257830 Emily Rose Lynch
 RN257831 Leah Renee Denney
 RN257832 Jacqueline Marie Harris
 RN257833 Lauren Alana Cole
 RN257834 Lauren Michelle Gooch
 RN257835 Emery Caroline Adams
 RN257836 Lindsey Erin DeFoor
 RN257837 Brittani Lanette Jones
 RN257838 Katie Ann Hall
 RN257839 Jessica Carter Sellars
 RN257840 Mary Cheyenne Kelley
 RN257841 Zouhir Fakir
 RN257842 Lila Dadlani Welch
 RN257843 Pamela S Jones
 RN257844 Kelley Ann Leverett
 RN257845 Shelby Margaret Stone
 RN257846 Meagan Alexandra Bruorton
 RN257847 Austin Christina Sapp
 RN257848 Ashton Brooke Mathis
 RN257849 Kyle Christian Morrison
 RN257850 Scott Lawrence Brandis
 RN257851 Alyce Patricia McDaniel
 RN257852 Latavia Lavonda Robinson
 RN257853 Rotimi Solomon Oluwo
 RN257854 Rebekah Ayers Bailey
 RN257855 Sneha Kishor Shah

RN257856	Ashley Nichole Granados	RN257911	Joshua Burns Hollis
RN257857	Christina Leigh Smith	RN257912	Thelma Achale Tabe Tabi
RN257858	Lauren Noelle Blalock	RN257913	Maggie Mae Sweeney
RN257859	Denise Kuulei Stanphill	RN257914	Lucy Michelle Cooper
RN257860	Mary Joe Shaw	RN257915	Brandy Renee Eakin White
RN257861	Lorenda Faye Washington	RN257916	Alexis Kate Bevis
RN257862	Melissa Jojean Woolridge	RN257917	Alexandria Nicolle Walker
RN257863	Young Aee Kimlee	RN257918	Stephanie Jean Grant
RN257864	Katheryn Elisabeth Clark	RN257919	Kasey Graydon Hamilton
RN257865	Eun Chung Yi	RN257920	Dayna Denise Clarke
RN257866	Kathleen Anne Worthington	RN257921	Paige Marie Woodruff
RN257867	Dena Kareen Woodside	RN257922	Mark Anthony Coddett
RN257868	Jonathon Cody Lee Fairbanks	RN257923	Whitney Camille Brooks
RN257869	Nancy Reynolds Benson	RN257924	Gernise Graves
RN257870	Regina Marie Allcorn	RN257925	Rachel Nelson Hume
RN257871	Lindsey Marie Odessa	RN257926	Megan Cole Roper
RN257872	Debra Louise Burt	RN257927	Amanda Michelle Herrington
RN257873	Jena Joyce Freeman	RN257928	Jodi Grabol Sapper
RN257874	Cynthia Jean Banks	RN257929	Lindsey Michelle Benedict
RN257875	Amanda Lauren Berry	RN257930	Joy Seballos Dubal
RN257876	Cheryl Joy Bonecutter	RN257931	Ruth Gamolo Gallego
RN257877	Lisa Marie Hill	RN257932	Jasmine Ann Johnson
RN257878	Sheneka Devel Fair	RN257933	Leigha Weast Hemann
RN257879	Annmarie Kathleen Bodnia	RN257934	Amy Rachelle Jensen
RN257880	Allen Paul Moss, Jr.	RN257935	Leando Ford
RN257881	Karla Ann Gordon	RN257936	Lashondra Dione Sanford
RN257882	Richard Edward Pearce	RN257937	Kathy Ryder Sheppard
RN257883	Carmen Patricia Morgan	RN257938	Amanda Leigh Gurganus
RN257884	Angelique Antoninette Nelson	RN257939	Amy L. Thomas
RN257885	Shannon Marie Penrod	RN257940	Molly Anne Keith
RN257886	Collen Crutcher Pineda	RN257941	Adam Joseph Jimenez
RN257887	Emily Marie Gonzales	RN257942	Elizabeth Shawne Evans
RN257888	Joya Michelle Smith	RN257943	Jadeka Aleathea Motley
RN257889	April Patricia Gacki	RN257944	Malaya Movido-Vega
RN257890	Andrea Gonzalez	RN257945	Rachel Peischler Smiddy
RN257891	Brittney Nicole Gant	RN257946	Katrice Leander Pruitt
RN257892	Joyce Jo Anne Bradford	RN257947	Talia Montoya Anderson
RN257893	Jacqueline Llamas Johnson	RN257948	Heidi Lynn Bjoraas
RN257894	Shante Sheri Hill	RN257949	Amy Marie Wells
RN257895	Akashimiketwa Musanda Barry	RN257950	Renee Kathleen Tagliaferro
RN257896	KA'SHANDRA MAR'SHAY BAKER	RN257951	Marian Jeanette Stokes
RN257897	Allyson Eldridge Carroll	RN257952	Michelle Lee Loggins
RN257898	Breena Anne Breedlove	RN257953	Heather Renee Williams
RN257899	Ashley Elizabeth Jones	RN257954	Stephanie Leigh Rowles
RN257900	April Dawn Thompson	RN257955	Se Jin Park
RN257901	Laura H. Sirls	RN257956	Magan Michelle Freeman
RN257902	Teresa Diane Watson	RN257957	Shialla Deneen Warren
RN257903	Lori Askew Powers	RN257958	Ashley Taylor Flanagan
RN257904	Garrett Paul Chiasson	RN257959	Eddie Wayne Stevens, Jr.
RN257905	Avanti Ashwinbhai Patel	RN257960	Debra Renee Mathis
RN257906	Shogofa Halimi	RN257961	Holly Suzanne Tucker
RN257907	Cheryl Denise Bordenave	RN257962	Paul Darin Queen
RN257908	Amelia Nicole Jones	RN257963	Hanna Renee Davenport
RN257909	Carly Danielle Preston	RN257964	Dominique Donielle Brown
RN257910	Gina Franklin Robinson	RN257965	Emily Grace Finley

RN257966	Marissa Renee Collier	RN258021	Kristen Lee Ahnberg Read
RN257967	Daniel Taylor Caverzasi	RN258022	Kimberly Dawn Presnell
RN257968	Kristen Leigh Marlatt	RN258023	Hannah Elizabeth Lewis
RN257969	Evette Julian Clarke	RN258024	Michelle Thompson Smith
RN257970	Lindsay Marie Watson	RN258025	Ralph Frederick Mueller, IV
RN257971	Jennifer Lee Googe	RN258026	LESLIE CAROL LARSON
RN257972	Eric Michael Watkins	RN258027	Holly Jan Mudd
RN257973	JAMIE NICOLE MEADOWS	RN258028	Jessica Hokrein Dowler
RN257974	Michelle Allison Underwood	RN258029	Chancey Nicole Shugart
RN257975	Cassandra Nicole Calvin	RN258030	Brian Juwann Quiller
RN257976	Jamie Nicole Luke	RN258031	Kayla Shurai Stevens
RN257977	Johna Kimberly Smith	RN258032	Jessica Frances Heidt
RN257978	Melanie Lee Lipscomb	RN258033	Jonathan Lance Parker
RN257979	Meagan Christine Sage	RN258034	Heather Caldwell Cameron
RN257980	Autumn Nicole Russell	RN258035	Kyra Percival Mitchell
RN257981	Jasmin Marie Anna Sabbag	RN258036	Tyneisha Khadija Epps
RN257982	Taylor Dawn Williams	RN258037	Jonathan David Tarin
RN257983	Cynthia Rene Jovel	RN258038	Calen Lee Campbell
RN257984	Elijah Dillon McAvoy	RN258039	Adam Chadwick Jones
RN257985	Bryan Krieg Thomas	RN258040	Wesley Paul Maloof
RN257986	Angelique Lea LaCavera-Torres	RN258041	Krista Louise Lanzilotta
RN257987	Charity Wessells Yawn	RN258042	Tracye Elaine Griswell
RN257988	Heather Dawn Fowler	RN258043	Jennifer Morisset
RN257989	Claudine Eisma Baguilat	RN258044	Karissa Lee Roberts
RN257990	Brian Keith Hinchliffe	RN258045	Layla Michelle Foles
RN257991	Levi Thomas Newton	RN258046	Kimberly Darcel Lawson
RN257992	Ashley Marie Shockley	RN258047	Jessica Nicole Turner
RN257993	Samantha Danielle Pruitt	RN258048	Dana Shanene Norman
RN257994	Clarissa Persephone Williams	RN258049	Jennifer Ann McCarthy
RN257995	Jennifer Joan Rodrigues	RN258050	Christina Lenora Knight
RN257996	Jennifer Suzanne Neely	RN258051	Kristine Whited Davis
RN257997	Gwendolyn Elizabeth Saint-Clarke	RN258052	Ashlee Jewell Street
RN257998	Henrietta Rudnie Johnson	RN258053	Jessica Lyn Howell
RN257999	Jessica Renee Mehrbakhsh	RN258054	Patricia Kathleene Peacock
RN258000	Haley Albright Basilio	RN258055	Chelsea June Berryman
RN258001	Melissa Anne Evans	RN258056	Meghan Alise Jones
RN258002	Courtney Christian McDonough	RN258057	Katie Elizabeth Prestridge
RN258003	Holly LeeAnn McDowell	RN258058	Hannah Pittman Braddy
RN258004	Christian S. Melvin	RN258059	Heather Shea Stuckey
RN258005	Jan Delroy Johnson	RN258060	Peyton Frances Waters
RN258006	Mercy Kelechi Anozie	RN258061	Sydney Nicold Durrence
RN258007	Angela Nicole Langlois	RN258062	Ryan Christopher Lang
RN258008	Shanita Nicole Jones	RN258063	Jessica Lashae Triplett
RN258009	Erin Madison McElwee	RN258064	Michelae Angeleque McBride
RN258010	Jeremy Travis Martin	RN258065	Cynthia Lauren Poole
RN258011	Maeve Therese Murdock	RN258066	Lacy Lee Holcomb
RN258012	Zoanne Beaton	RN258067	Jasmine Simone Lott
RN258013	Molly Renee Hawkins	RN258068	Hannah Liane Snow
RN258014	Macy Denise Chambers	RN258069	Charles Anthony Rutherford
RN258015	Amanda Lynn Burdziejko	RN258070	Sophia Renee Street
RN258016	An Na Volovik	RN258071	Robin Teresa Canady
RN258017	Toni Elyse Fabrizio	RN258072	Debra K. Bradley
RN258018	Shelby Prince Jones	RN258073	Esther Misun You
RN258019	Marcus Walker Knight	RN258074	Shelby Danielle Stewart
RN258020	Dixie Marie Todd	RN258075	Morgan Kate Thomas

RN258076	Lauren Elizabeth Wisnoski	RN258131	Alisa Kay Grimes
RN258077	Emily Perez Baynham	RN258132	Rebecca Tad Fox
RN258078	Allie Morgan Bridges	RN258133	Heidi Elizabeth Seabaugh
RN258079	Christel Evans Paris	RN258134	Lauren Gabrielle Giddens
RN258080	Rhoderick Gerard Burton	RN258135	Elizabeth Hope Wall
RN258081	Tiffany Monique Wilson	RN258136	Rachael Marie Shattuck
RN258082	Brandi Davina Williams	RN258137	Jessica Leigh Lindly
RN258083	Sherri Lenora Black	RN258138	Kathryn Olivia Mannen
RN258084	Vipaporn Stone	RN258139	Katie LouAnn Hollowell
RN258085	Teri Joann Smith	RN258140	Kari Lyn Mills
RN258086	Susanne Inman Frayser	RN258141	Timothy James Kane
RN258087	Nicole Lee Dickerson	RN258142	Crystal Leah Dobson
RN258088	Erin A. Bianco	RN258143	Jennifer Hope Randolph
RN258089	Kristy Lynn Bessinger	RN258144	Chikilia Chevette Parks
RN258090	Sarah Tamplin Hagler	RN258145	Rachel Lee Thomas
RN258091	Diana Marie Dombrowski	RN258146	Jessica Ashton Brusich
RN258092	Lauren Nicole Gafford	RN258147	Stephanie Darcie Ann Baker
RN258093	Consuelo Russ Brown	RN258148	Bonnie Rebecca Zaricor
RN258094	Marjorie Inman Woodruff	RN258149	Anna Brooke Lewis
RN258095	Alexcia Ciara Jones	RN258150	Marie Guilda Vilmont-Rhea
RN258096	Maia Danielle Lucas	RN258151	Debra Christine Shirley
RN258097	Morgan Elise Kern	RN258152	Kayla Elizibeth Bijeaux
RN258098	Yolunda Gail Wright-Lewis	RN258153	Lucas Roy Simmons
RN258099	Rochell P. Blades	RN258154	Suzanne Marie Hawthorne
RN258100	Alexis Breanne Mcafoos	RN258155	Krystal Lee Howell
RN258101	JoAnn Stewart	RN258156	Jacqueline Ann Hoffman
RN258102	Brandi Anne Beaver	RN258157	Emalee Anne Wooley
RN258103	Laura Marie Fegley	RN258158	Taylor Renee Quinn
RN258104	Ashley Ann Glass	RN258159	Francine Sophia Sharpe
RN258105	Ashley Nicole Hardeman	RN258160	Kristal Shannon Reid
RN258106	Uduakobong Akpan Esenyie	RN258161	Jonathan Andrew Watkins
RN258107	Hebah Ahmad Khan	RN258162	Putchararporn Paula Lavantucksin
RN258108	Carlee Renee Hartsfield	RN258163	Vincesha Michelle Morgan
RN258109	James Monroe Riley	RN258164	Emily Morgan Elrod
RN258110	Michelle Monique Woods	RN258165	Jessica Marie Spencer
RN258111	Daniel Paul Niersbach	RN258166	Natalie Jean Permenter
RN258112	Edyta Helena Chmiel	RN258167	Sarah Weir
RN258113	Tami Dawn Barnick	RN258168	Tykweisha Shuntrell Wilson
RN258114	Shamonica Cheyanna Washington	RN258169	Holly Lynn Pelfrey
RN258115	Tiffany Rene' Wilson	RN258170	Kerianne Luger
RN258116	Allison Andrea Weikert	RN258171	Karyssa Brooke Brinkley
RN258117	Gabrielle Stallard Seymour	RN258172	Haylie Bethany Bernecky
RN258118	Bentley Lauren Klein	RN258173	Emma Elizabeth Robbins
RN258119	Chloe Dale Hardeman	RN258174	Diane Tuyet Bethmann
RN258120	Laura Michelle Koger	RN258175	Bao Ngoc T Vu
RN258121	Sarah Hope Brooks	RN258176	Sarah Danielle Pridgeon
RN258122	Lindsay Marie Petrey	RN258177	Rachel Michelle Zipperer
RN258123	Jessica Elizabeth Taylor	RN258178	Amanda Brooke Lee
RN258124	Lisa M. Williamson	RN258179	Myesha Jaques Wagner
RN258125	Kelly Michele Lyall	RN258180	Heather Leigh Jansen
RN258126	Kyndall Rebecca Rogers	RN258181	Amelia Rose Newton
RN258127	Mae Ellen Rourk	RN258182	Victoria Wallace
RN258128	Holly Lynn Oubre	RN258183	LINDA AKBARSHAHI
RN258129	Bailey Rae Lenz	RN258184	Dana Caryl Ellis
RN258130	Matthew Steven Greene	RN258185	Leah Marie Rowe

RN258186	Ashley Kate Amos	RN258241	Cristian Jacob Staley
RN258187	Valerie C Blatz	RN258242	Mary Kate Trainor Siegl
RN258188	Jennifer Wade Gufford	RN258243	Christian Jade Horn
RN258189	Mikayla Anne Wilson	RN258244	Shaleacia Shunte' Shipman
RN258190	Stephanie Nicole Reyes	RN258245	Anna Marie Wright
RN258191	Emily Ruth Kelley	RN258246	Shauna Sue Keeton
RN258192	Katherine Tucker Evans	RN258247	Julie Ann Klausing
RN258193	Hannah naomi scott	RN258248	Caroline Bell Roberts
RN258194	Kimberly Ann Shaffer	RN258249	Kaylee Renee Gibson
RN258195	Brandi Kiah Shamsid-Deen	RN258250	Rachel Song Creagan
RN258196	David Fleming Wakefield	RN258251	Scott M Balian
RN258197	Luz Selena Campa	RN258252	Lisa Marie LaMorta
RN258198	Aisha Anika Moore	RN258253	Robert Michael Levy
RN258199	Velvet Reddick	RN258254	Sandra Annette Brown
RN258200	Chinasa Bernardine Eneh	RN258255	Rhonda michelle smith
RN258201	Erica Preston Harris	RN258256	Jessica Marie Smith
RN258202	Medeline Louissaint Vital	RN258257	Jessica Tara Dial
RN258203	Christopher Joseph Guzzi	RN258258	Teresa Ann McGhee
RN258204	Wanda Draper Nuckles	RN258259	Iris Jazmin Hernandez
RN258205	Katherine Abigail Baron	RN258260	Rebecca Jeanine Edouard
RN258206	Khalisha Larenda Bethea	RN258261	Ruth Lizbeth Navarrete
RN258207	Jennifer Perewiznyk Bew	RN258262	Katelyn Rose Lease
RN258208	Kaitlyn Anne Brock	RN258263	Courtney Elizabeth Boddie
RN258209	Karen Yolanda Smith	RN258264	Richard Anthony Bell, II
RN258210	Kimmeco Battle Greene	RN258265	Abdoul Gadiri Diallo
RN258211	Jummai Folashade Akinrinmade	RN258266	Ellaye Mawule Porbeni
RN258212	Rachel Michelle Applegate	RN258267	Kayla Beth Meeks
RN258213	Fayron Recha Epps	RN258268	Yoshika Camille Carter
RN258214	Carol Williams Kittredge	RN258269	Tiffany Denae Howard
RN258215	Kayla Jordan Garland	RN258270	Christi Dawn Richards
RN258216	Lisa Ebone Franklin	RN258271	Cori Beth Sutton
RN258217	Nacharvius Edquelle Byrd	RN258272	Jessica Cady Harper
RN258218	Stephanie Ann Neeley	RN258273	Charise Louise Yannucci
RN258219	Michael Daniel Connolley	RN258274	Dalton James Porche
RN258220	Kristine Kay Skalsky	RN258275	Chasity Ann Rowe
RN258221	Emily Brooke Costley	RN258276	Emily Sara Garofalo
RN258222	Elizabeth Faye Gallo	RN258277	Jeremy Evan Dotson
RN258223	Donata Ann Giamboy	RN258278	Carissa Lynn Mason
RN258224	Cheryl Ann Robson	RN258279	Melinda Sue Cook
RN258225	Dayna Marie Gomes	RN258280	Anita Denise Solomon
RN258226	Alawayne Lee Clardy	RN258281	Emily Lois Babione
RN258227	Katherine Patton Lindsley	RN258282	Myranda Leigh Harbuck
RN258228	Stephen Charles Larson	RN258283	Kalie Renee Mullis Bush
RN258229	Brenda Louise Duncan	RN258284	Ronda Renay Cooper
RN258230	Tiffany Becton	RN258285	Michelle MacKinnon Andrews
RN258231	Charlotte Ann Brooks	RN258286	Crystal Kaye Owens
RN258232	Alexis Morgan Mullen	RN258287	Lucas Gene Bunch
RN258233	Nathalene R. Brown	RN258288	Kim Carlene Hanly
RN258234	Christianna Renee Osborne	RN258289	Amanda Leah Caldwell
RN258235	Amanda Renee Salzburg	RN258290	Kaitlin Jeanne McColl
RN258236	Bryant Cotay Mitchell	RN258291	Amanda Baker Eady
RN258237	Harley Edward Chapman, Jr.	RN258292	BRENDA RESHUN WILLIAMS
RN258238	Jackie Leigh Salt	RN258293	Christine Marie Bernal
RN258239	Michelle Lynn Shuler	RN258294	Karen Sue Tanner
RN258240	Melissa Ann Steemer	RN258295	Amanda Catherine Islieb

RN258296	Sean Lyle Kiskel	RN258351	Kristy K. Novik
RN258297	Kenneth Clark Thomas, Jr.	RN258352	Gina Louise Leach
RN258298	Katlin Elise Jones	RN258353	Puja Sharma
RN258299	Hannah Catherine Paul	RN258354	Bonnie Lynne Wilson
RN258300	Katoria Clarissa Grady	RN258355	Ashley Elizabeth Tucker
RN258301	Jennifer Denise Scarboro	RN258356	Emeline Icilda Clarke-Mincey
RN258302	Amy Elizabeth Davis	RN258357	Christine Louise Smith
RN258303	Erica Marie Dostie	RN258358	Crystal Lenay Mack
RN258304	Amber Nicole Brodbeck	RN258359	Christina Renee Gale
RN258305	Amita Bhattarai	RN258360	Anne Tanner Murray
RN258306	Samantha Marie Warneke	RN258361	Parie Morgan Jared
RN258307	Angela M. Daniels	RN258362	Kristen Kimberley Biggs
RN258308	Gabrielle Davis Cooper	RN258363	Sean Matthew Reynolds
RN258309	Robert Adam Hardy	RN258364	Stephanie Woodman Roberts
RN258310	Emily Margaret Bailey	RN258365	Krista Gale Jimmerson
RN258311	Candace Ellen Brady	RN258366	Howard Arnold Robertson
RN258312	Cynthia Ellen Holcomb	RN258367	Amy Elizabeth Wilson
RN258313	Katreina Wanett French-Glover	RN258368	Maly H. Chansamone
RN258314	Eno-Obong Anne Nkereuwem	RN258369	Catherine Michelle Sims
RN258315	Melissa Ann Brown	RN258370	Trisha Lee Whalen
RN258316	Gabrielle Davis	RN258371	Kristen Kay Whitney
RN258317	Dominique Natasha Christmas	RN258372	Jennifer Leigh Foglia
RN258318	Miata Appalonia Clemmons	RN258373	Jamillah Denise Fulton
RN258319	Carie Michelle Gardner	RN258374	Amy Raynell Griger
RN258320	Mery Rosy Martinez	RN258375	Mary Rachel Ingram
RN258321	Courtney Marie Corbett	RN258376	Melissa Erin Lane
RN258322	Martha Elizabeth Harris	RN258377	Candace Dianne Ledbetter
RN258323	Karen Annette Cross	RN258378	Mary Elizabeth Lewis
RN258324	Brenda Janine Swann	RN258379	Erin Rachelle Macdonald
RN258325	Nwada Oluchi Oti	RN258380	Danielle Christine Byerly
RN258326	Teresa Marie Eberhart	RN258381	Ainsley Elizabeth McMekin
RN258327	Daniel Gregory Farnam	RN258382	Connie Denise Branch
RN258328	Douglas Keith Stiegemeier	RN258383	Sasha Nicole Milks
RN258329	Latonya Sherell Gaines	RN258384	Gregory Allen Revolinski
RN258330	Meagan Lemonds Hardy	RN258385	Heather Willis Green
RN258331	Luciana Miranda Sa'	RN258386	Charlene Michelle Hlavac
RN258332	Fredrika Natasha Robinson	RN258387	Kathy Jean Hagadone
RN258333	Tracey-Ann Camelia Harriott	RN258388	Claire Margaret Park
RN258334	Amy E Venters	RN258389	Deanna Lee Perkins
RN258335	Edna Grant Tanous	RN258390	Aybree Howard Pugliese
RN258336	Kasey Leigh Carson	RN258391	Morgan Danielle Riggins
RN258337	Cara Cay DeBenedictis	RN258392	Tyrone Jermaine Walcott
RN258338	Brooke Etta-Jean Denovchik	RN258393	Yuliya Whittington
RN258339	Pamela Renee Morgan	RN258394	JACLYN DANIELLE WILKERSON
RN258340	Stephanie Elizabeth Hawley	RN258395	Carolyn Diane Pesce
RN258341	Lyn Marie Haynie	RN258396	Audrey Talbott Thorpe
RN258342	Gregory Wade Hughes	RN258397	Giorgio Smith
RN258343	Caroline Shackelford Reid	RN258398	Kathleen Ann Reilley
RN258344	Lauren Autumn Wells	RN258399	Alli Anne Guy
RN258345	Barbara Ann Davis	RN258400	Natasha Monique Oliver
RN258346	Andrea Deshuntay Ponder	RN258401	Bobbie Lamb Richardson
RN258347	Earl Saylor Claypool	RN258402	Karla Rojas
RN258348	Jenna Elise Craft	RN258403	Tamika S. Steverson
RN258349	Peyton Whiddon Norrell	RN258404	Clair Susanne Reed
RN258350	Amanda Brianne Compton	RN258405	LeAnne Mitchell Wentworth

RN258406	Clinton Edward Streety	RN258461	Joshua Ryan Copeland
RN258407	Carolyn Levelle Morrison	RN258462	Donovan McNab
RN258408	Ingrid Busbee Shears	RN258463	Rebecca Elizabeth Washington
RN258409	Heather Suzanne McCall Kruse	RN258464	Christina Moore
RN258410	Kelley Michelle Poitevint	RN258465	Aleigha Renea Fincher
RN258411	Anil Moolamkuzhiyil Paul	RN258466	Charve Mecole Taylor
RN258412	Erin Wells Smith	RN258467	Chandler Elizabeth Padgett
RN258413	Amber Shanae Williams	RN258468	Christian McKenzie Millis
RN258414	Naomi Beth Griffin	RN258469	Stephanie Ann Broome
RN258415	Bincy Babu George	RN258470	Matthew Christian Steele
RN258416	Haley Morgan Dykes	RN258471	Jenna Carol Prestenbach
RN258417	Patrick Bennett Day	RN258472	Kristen Michelle Salerno
RN258418	April Nicole Hearn	RN258473	Danielle Leigh Rao
RN258419	Brianna Lynn King	RN258474	Rachel Elizabeth Byrne
RN258420	Julie Leigh Pilkinton	RN258475	Eric Glenn Thomas, Jr
RN258421	DALE EDWARD KNIGHT, JR	RN258476	John Russell Brinson
RN258422	Carla J. Underwood	RN258477	Leon Thomas Manville
RN258423	Daniela Ximenes	RN258478	Juliett Christine Murray
RN258424	Pamela Marie Parris	RN258479	Ashlee Nicole Price
RN258425	Kelly Michelle Perricone	RN258480	Aretha Ann Ibrahim
RN258426	Jillian Leigh Richards	RN258481	Emily Michelle Thompson
RN258427	Haylee Noel Chambers	RN258482	Amanda Nicole Green
RN258428	Raechel Louise Scarborough	RN258483	Laquitta Donyal Craft
RN258429	Kelsey Leann Woodward	RN258484	Lindsay Taylor Allen
RN258430	Kayla L Steele	RN258485	Dayna Kennedy Vizzini
RN258431	Jessica Diann Sutton	RN258486	Jessie Denice Puckett
RN258432	Michael Joseph Rizner, Jr	RN258487	Kimber Michon Hutchison
RN258433	Caley Ann Murphy	RN258488	Stephany Marie Cristofaro
RN258434	Ericka De Los Angeles Fuentes	RN258489	Jessica Leigh Bagwell
RN258435	Sarah Frances Selph	RN258490	Margaret Leigh Shufflebarger
RN258436	Brooke Nicole Sikorski	RN258491	Kayla Michele Conley
RN258437	Brandi Christian Myatt	RN258492	Brittany Kathleen Daniel
RN258438	Landon Harry Snooks	RN258493	AMY LYNN DAVIS
RN258439	Daylan Edward Horne	RN258494	Paula Jean Foss
RN258440	Joanna Marie Wierzbicki	RN258495	Nafeesah Michelle Walker
RN258441	Macey Lynn Nobles	RN258496	Avery Jane Winchester
RN258442	Julia Mallory Smith	RN258497	Suzanne Lorraine Harrington
RN258443	Jessica Marie Harbuck	RN258498	Allison Sage Barnwell
RN258444	Kelly Rebecca Barron	RN258499	Mai Fujimoto Roberts
RN258445	Kerry Renee Dulina	RN258500	Emily Layne Grantham
RN258446	Caroline Myers Fiveash	RN258501	Erin Keese Miller
RN258447	Buffy Jill Barnette	RN258502	Kirsten Renae Hennen
RN258448	Kip Lee Cornelius	RN258503	Brittany D Kinser
RN258449	Jessica Lynae Bartos	RN258504	Sandra Ann Mortenson
RN258450	Cathy S Bell	RN258505	Natalie Noel Tracy
RN258451	Jessica Lee-Ann Thompson	RN258506	Yveschell Bien-Aime
RN258452	Monique Batise Day	RN258507	Amanda Lee Storm
RN258453	Ann Brigid Harber	RN258508	Tara Ann Smith
RN258454	Rachel Elizabeth Maiberger	RN258509	Madeline Camille Swift
RN258455	April Marie Vandiver	RN258510	Rowie Borres Cortesta
RN258456	Meagan Lynn Ashley	RN258511	Lizabeth Kay Wollenhaupt
RN258457	Anna Jade Goggans	RN258512	Jennifer Desharin Alexander
RN258458	Amanda Yvette Smith	RN258513	Sharlon Christine Simmons
RN258459	Haley Rae Luttrell	RN258514	Katie B. Dekle
RN258460	Sharita Marie Lewis	RN258515	Adrian Terrell Wade

RN258516	Jessica Marie Borowitz	RN258571	Kayla Ann Fuller
RN258517	Michelle Marie Stein	RN258572	Sara M Perry
RN258518	Teba Laquise Seaborn	RN258573	Crystal Joy Ward
RN258519	Lemlem Negash Ghebregorghis	RN258574	Tiffany Sanford Jones
RN258520	Elizabeth Olayinka Olaleye	RN258575	Meagan Renea Morris
RN258521	Regina Henderson Owens	RN258576	Chad Michael Cline
RN258522	Nina Z. Olugu	RN258577	Halley Ilene Post
RN258523	Michele Elizabeth Rhoades	RN258578	Mary Elizabeth McDonald
RN258524	Whitney Sharice Adams	RN258579	April Michelle Florey
RN258525	Brenda Arleen Roberts	RN258580	Esther Monereau
RN258526	Carol Louise Baccaro	RN258581	Ashleigh Morgan Freeman
RN258527	Morgan Elizabeth Conarro	RN258582	Katherine Adams Lane
RN258528	Jennifer Erin Capshaw	RN258583	Lora Marie Humphreys
RN258529	Cynthia Stafford	RN258584	Donald Ray Johnson, Jr.
RN258530	Kimberly Marie Todd	RN258585	Sherrill Ann Henderson
RN258531	Kelly Justine Schoewe	RN258586	Davis Robert Congdon
RN258532	Celina Xiaozhu Wan	RN258587	Sabina Webster
RN258533	Susanna Moana Mathew	RN258588	Laurie Beth Haughton
RN258534	Theresa Marie Murdoch	RN258589	Zachary Gary Cooper
RN258535	Melissa Anne Dannemiller	RN258590	Rachel Jordan Cain
RN258536	Cecilia Ashley Thomas	RN258591	Maggie Elizabeth Earley
RN258537	Bridget Nadine McCarthy	RN258592	Yamianah Leshon Harris
RN258538	Brittany Nadette Gaut	RN258593	Terri Sue Hatton
RN258539	Nicole Rachel Sela	RN258594	Michael Isaac Bacon
RN258540	Brittany Carmichael Hodges	RN258595	Sharon Leigh Barrett
RN258541	Kristen Kay Lane	RN258596	Joshua Herschel Wisham
RN258542	Julia Ann Peavy	RN258597	Stephanie Anne Mitchell
RN258543	Kara Ashton Shaw	RN258598	Glenn Clifford Wright
RN258544	Adrienne Slaton Alter	RN258599	Crystal Marie Goedde
RN258545	Courtney Renee Preister	RN258600	Hannah Lindsey Galt
RN258546	Casey Leigh Cantrell	RN258601	Chenida Denise Parker
RN258547	Stephanie Weaver Clay	RN258602	Katie Grounds Dean
RN258548	Ttne Lamor Cummings	RN258603	Patricia Elizabeth Coram
RN258549	Ashley Nicole Smith	RN258604	Alethia Marie Allen
RN258550	Olivia Bryant Lee	RN258605	Carolyn Lynett Davie-Grant
RN258551	Allyson Rogers Garrett	RN258606	Carol Palmones Deneault
RN258552	Samantha Codi Dempsey	RN258607	Christine Marie Pritchard
RN258553	Courtney Dawn Troiano	RN258608	Joseph John Gilliam
RN258554	Audrey Christine Davis	RN258609	Jacquelyn Shanteia Brown
RN258555	Latisha Beatrice Mack	RN258610	Peggy Joyce Hearne
RN258556	Alexis Liah Marie Barker	RN258611	Frank Dominick Pollara
RN258557	Deborah Michelle Edwards	RN258612	Amanda Corine Anderson
RN258558	Tonia Simone Holloway	RN258613	Jessica Lynn Gabriel
RN258559	Rosemary Harris	RN258614	Renee Ann Brand
RN258560	Vyacheslav Vladimirovich Sozonov	RN258615	Daina Marie Coons
RN258561	Hannah Kylie Kerrigan	RN258616	Taylor Rose Maggi
RN258562	Mallory Louise Moreland	RN258617	Kristen Nicole Souther
RN258563	Griffin Ditonto Potterf Turbow	RN258618	Christie Marie Barbee
RN258564	Patricia Erin Weaver	RN258619	LaToya Marie Turner
RN258565	Hannah Delane Keeter	RN258620	Courtney Jo Campbell
RN258566	Brittany Padgett Fowler	RN258621	Elisha A. Darren
RN258567	Katie Diane Griffin	RN258622	Hyun Jung Eom
RN258568	Amanda Rikard Ellington	RN258623	Ciara Lizabeth Smith
RN258569	Christopher Jackson Shields	RN258624	Yvonne Marie Tyson
RN258570	Dawn Margaret Overcash	RN258625	Brandon Royce Griswold

RN258626	Jerry Stewart Parsons	RN258681	Autumn Dawn Auman
RN258627	Sherry Loraine Aufiero	RN258682	Briana LaKia Still
RN258628	Lindsey Angelean Swilley	RN258683	Crystal Gale Glover
RN258629	Justin Ryan White	RN258684	Katherine Ann Hutchins
RN258630	Debra Sayer Tiller	RN258685	Tiffany Mixon Brantley
RN258631	Susan Lynn Stokes	RN258686	Sophia Renee Goldwasser
RN258632	Lisa Denise Edwards	RN258687	Jada Seirra Smith
RN258633	Tiffany Amber Cooper	RN258688	Brianna Caroline Jessup
RN258634	Bobby Jeremy Jones	RN258689	Blaire Barnes Bagwell
RN258635	Troy Davey Johnson	RN258690	Sabrina Ivey McNeil
RN258636	Jessica Nolen Elliot	RN258691	Michelle Johnson
RN258637	Briana Herminia Krass	RN258692	Margot Catherine Wallis
RN258638	Yanneth Guadalupe Longoria	RN258693	Shayla Sierra Prescott
RN258639	Wendy Joy Mohs	RN258694	Bradley James Morrison
RN258640	Amy Bynum Griffin	RN258695	Maria Severina Zamora
RN258641	Laura Elizabeth McLaughlin	RN258696	Mariela Escalera
RN258642	Sheila Diane Griffin	RN258697	Kristienne Anne Rooks
RN258643	Meagan Ryan Harrison	RN258698	Lusine Flake
RN258644	Amanda Haley Light	RN258699	Mesa Kendrick Brownlee
RN258645	Frank Theodore Kline	RN258700	Nancy Torres
RN258646	Emily Nicole Jacobsen	RN258701	Tawakalitu Abiola Alade
RN258647	Kaylene Ka-Mae Baugh-Brown	RN258702	Kaitlan Marie Haney
RN258648	Natalie Kennedy	RN258703	Carey Moore Dickerson
RN258649	Tracy Yvette Payton	RN258704	James Bailey Miller
RN258650	Virginia Lauren Kiser	RN258705	Kathryn Morse McWhirter
RN258651	Morgan Alexandra Lince	RN258706	Heather Wells Childs
RN258652	Jessica Rae Stiles	RN258707	Marie Angella Pitt
RN258653	Gina May Melilli	RN258708	Kent Wesley Dayton
RN258654	Samantha Lee Stacks	RN258709	Teresa Gail McKinney
RN258655	Sarah victoria jacobs	RN258710	Chelsea Carter Lewis
RN258656	Kennia Angelique Rogers	RN258711	Maya Lasha Williams
RN258657	Elizabeth Ann Jordan	RN258712	Robert Eugene Betters
RN258658	John Gregory Bryant	RN258713	Abby Danielle Yearous
RN258659	Dakota Leigh McLendon	RN258714	Melanie Susan Harnist
RN258660	Betty Jean Butts	RN258715	Ashleigh Allyn Jackson
RN258661	Beth Christie Sheeran	RN258716	Kristen Croom Pierce
RN258662	Tara-Rose Saxon	RN258717	Lidia Limon
RN258663	Sarah Rachelle Tallman	RN258718	Caitlyn Brooke Flanagan
RN258664	Beverly Lynn Wingo	RN258719	Hallie Mechele Reagan
RN258665	Lindsay Brooke Taylor	RN258720	Mikaela Nicole Gray
RN258666	Sarah Ann Palmer	RN258721	April Rowell Hull
RN258667	Autsy Lee Powell	RN258722	Sarah Edith Green
RN258668	Brett Kellyn Smith	RN258723	Kerri Maranda Harrell
RN258669	Zachary Lee Hartley	RN258724	Pamela Strazzeri Grigsby
RN258670	Jordan Nicole Plemmons	RN258725	Michelle Gabriela Guerrero
RN258671	Taylor Renee Williams	RN258726	Christianna Noel Ruiz
RN258672	Kathryn Lea Fox	RN258727	Chad Edward Marok
RN258673	Maeghen Nichole McCutchen	RN258728	Jessica Elaine Wilson
RN258674	Jenna Marie Leissa	RN258729	Shelby Ann Giles
RN258675	Heather Elizabeth Juhan	RN258730	Madison Leigh Moles
RN258676	Zahra Alavi	RN258731	Mariah Paige Warwick
RN258677	LaTonya Scott Willis	RN258732	Charles Jacob Feldman
RN258678	Jansson Evelyn Hughes	RN258733	Christine Carissa Morgan
RN258679	Chasity Danielle Wainwright	RN258734	Shelly Latrice Dodson
RN258680	Leya Amadea Hensley	RN258735	Lisa Diane Valley Kiernan

RN258736	Pamela Parker Gannon	RN258791	Kyle Louis Guderian
RN258737	Heather Lindsay Colson	RN258792	Jessica Nichole Hilton
RN258738	cory logan manfredi	RN258793	Tiffany Arnice Jones
RN258739	Amber Janean Pyatt	RN258794	Ashley Miranda Stevenson
RN258740	Amber Dawn Hope	RN258795	Keisha Nicole Carnes
RN258741	Christine Ann Loffert	RN258796	Claudia Garcia Gonzalez
RN258742	Heather Nichole Barfield	RN258797	Kelsey Taylor Wages
RN258743	Lyndsey Victoria Bearden	RN258798	Rachael Corinne Haines
RN258744	Bethany Rachel Benz	RN258799	Adriana Laneisa Callens
RN258745	Amber Kristin Cole	RN258800	Katherine Joan Gurley
RN258746	Elizabeth Winstead Overstreet	RN258801	Margaret Kathryn Bronaugh
RN258747	Vanessa Chayo Rodriguez	RN258802	Tanisha Jody Ann McDonald
RN258748	Tiana Tempa McFadden	RN258803	Kelley Lyn Reeves
RN258749	Jordan Blake Burriss	RN258804	Julie Ann Forrest
RN258750	Candace Danielle Donaldson	RN258805	Toni Diana Adams
RN258751	Sarah Elizabeth Connell	RN258806	Rebecca Ann Manzo
RN258752	Sydney Elise Niemi	RN258807	Madeline Leigh Weaver
RN258753	Lauren Paige Earnest	RN258808	Oxana Evgenievna Donskaya
RN258754	Amber Nicole Shock	RN258809	Stephen Ronald Craig
RN258755	Savannah Lynne Fields	RN258810	Jessica Ann Smith
RN258756	Maeby Nicole Garner	RN258811	Alexandra Jane McGuire
RN258757	Sharon Ann Moers	RN258812	Hemanta Rizal
RN258758	Lindsey Lawrence Hill	RN258813	Katherine Dawn Hern
RN258759	Shantelle Patrice Craig	RN258814	Michelle Garcia
RN258760	Sabrina Nila Kitonyi Seabridge	RN258815	Bridget Faustina Collart
RN258761	Kayla Rene' Davis	RN258816	Marlee Leigh Courville
RN258762	David Alan Byers	RN258817	Emily Ann Peters
RN258763	Amy Coneff Howell	RN258818	Shamel Lynne Jones
RN258764	Elizabeth Nicole Clark	RN258819	Shelby Marie Mullins
RN258765	Jasmine Marie Jackson	RN258820	Ashley V Brockington
RN258766	Sanden Loray Daughhetee	RN258821	Simone Notice
RN258767	Cindy Sue Juhasz	RN258822	Milyon Harris Fears
RN258768	Alicia Elvira Koredjian	RN258823	Amanda Jill Bingaman
RN258769	Brittany Elaine Gray	RN258824	Hanna Ingrid Causey
RN258770	Kimberly Annette Lee	RN258825	Amanda Lee Menard
RN258771	Sara Jessica Lee	RN258826	Victoria Ann Mangeot
RN258772	Jessica Danielle Logue	RN258827	Amanda Nicole Martin
RN258773	Jordan Michelle Malaier	RN258828	Carla Marie Hudson
RN258774	Miranda Lee Alexander	RN258829	Michela Anita Manning
RN258775	Selma Vieira Bento	RN258830	Gabrielle Leah Bloch
RN258776	Betsy Anne Menear	RN258831	Sarah Febres-Cordero
RN258777	Steven Louis Smith	RN258832	Laura Elizabeth Thompson
RN258778	Megan Lee Smith	RN258833	Katherine Cuartas
RN258779	Faren Hope Watts	RN258834	Sarah Rebecca Gaylord
RN258780	Lisa Michelle Brandy	RN258835	Haley Elizabeth Reeves
RN258781	Shonea Sherice Chappell	RN258836	Misty Nichole Hemm
RN258782	Deborah Lynn Sutor	RN258837	Amanda Kay Cooper
RN258783	Sandra Lizette Morales	RN258838	Kimberly Stout Franklin
RN258784	Jared Robert Kersey	RN258839	Taylor Nicole Pulsipher
RN258785	Erin Anne Levin	RN258840	Sherry Denise Ludden
RN258786	Laura Ann Griffis	RN258841	Marcus Jonathan White
RN258787	Anna Michelle Long	RN258842	Amanda Lorraine Johns
RN258788	Jacey Laine Salley	RN258843	Valeriya Sergeevna Birdseye
RN258789	Quanza Ka'Shay Hightower	RN258844	Hannah Elizabeth Melancon
RN258790	Elizabeth Diane Boggs	RN258845	Haley Marie Mayfield

RN258846	Christine Ellen Campbell	RN258901	Travis Ray Henson
RN258847	Max Edward Updike	RN258902	Michelle Cheri Keller
RN258848	Carolyn Lee Evers	RN258903	Laura Elizabeth Myers
RN258849	Jeremy Marquez Shinholster	RN258904	Kristen Ashley Bedger
RN258850	Merry Sue Bracken	RN258905	Andrea Jeanine Iagar
RN258851	Emma Marie Gibson	RN258906	Yuna Chon
RN258852	Nicole Tuyetnhi Bui	RN258907	Fabienne Finella McDonald
RN258853	Morgan Marie Burch	RN258908	Jennifer Kathleen Abegg Held
RN258854	Matthew Drake Stenzel	RN258909	Mark Holland
RN258855	Solina Jinju Choi	RN258910	Jeffrey Farrell Hamill
RN258856	Elizabeth Hope Barber	RN258911	Lexie Lee Schumacher
RN258857	Nashia Keyair Heard	RN258912	Ashley Danielle Sanders
RN258858	Antoinette Brandis Mckenzie	RN258913	Kevin Patrick Schink
RN258859	Michaela Shontay Williams	RN258914	Danielle Ashley Street
RN258860	Brittany Masters Annis	RN258915	Kristen Marie Viers
RN258861	Amanda Powell Fountain	RN258916	Amy Carter Dickert
RN258862	Arshiya Sirajhusen Momin	RN258917	Nerissa Latoria Davis
RN258863	Alexandra Frances Norris	RN258918	Caroline Grace Watson
RN258864	Breanna Michelle Kilgore	RN258919	Karen Lynn Lewis
RN258865	Alicia Charlene Weatherspoon	RN258920	Desheal Nicole Winfrey
RN258866	Traci E. Thurmond Martin	RN258921	Colton Alec Grove
RN258867	Jessica Lauren Cooper	RN258922	Nora Ann Mandeville
RN258868	Taylor Ann Farnsworth	RN258923	Matthew Joseph Hester
RN258869	Deana Ann Self	RN258924	Dillon David Collier
RN258870	Keelan Emile Harris	RN258925	Elizabeth Anne Novak
RN258871	Halie Marie Lemasters	RN258926	Lauren Rachel Elias
RN258872	John Michael Faulk	RN258927	Sonya Kay Floyd
RN258873	Jordan Elizabeth Ferrugia	RN258928	Xiaoping Liu
RN258874	Hailey Brooke Trotter	RN258929	Kamera Natalie Taylor
RN258875	Courtney Emily Barragan	RN258930	D'Andra Daneice Young
RN258876	Ashley Marie Zarattini	RN258931	Caroline Clarice Sutton
RN258877	Willy A. Yougang Tchoutang	RN258932	Brianne Elizabeth Sy
RN258878	Mary Ann Bruder	RN258933	Vanessa Anne Taylor
RN258879	Stacy Spratley	RN258934	April Lynn Woodard
RN258880	Kathy Lynn Childers	RN258935	Katherine Ann Stevens
RN258881	Chelsea Ann Mobley	RN258936	Joni Lynn Leyda
RN258882	Donald Alf Tollefson, II	RN258937	Deborah A. Macdonald Jadczyk
RN258883	Andrew Zoltan Acs	RN258938	Chenise Nicole Harris
RN258884	Fica Etienne	RN258939	April Alicia Harvey
RN258885	Idetta Berdine Holliday	RN258940	Rachel Rebecca Mastache
RN258886	Sarah Elizabeth Brink	RN258941	Shauna Gayle Heinen
RN258887	Kathryn Elizabeth Port	RN258942	Latisha Elnora Therman
RN258888	Morgan Nicole Burgamy	RN258943	Jessica Carrington
RN258889	Anna Leigh Rich	RN258944	Tasandra Melaine Hyderkhan
RN258890	Cameron Austin Tidwell	RN258945	Ozlem Asude Byrne
RN258891	Chequera Aisha Rudolph	RN258946	Ingrid Albisu
RN258892	Cory Ryan Seay	RN258947	Mary Swarnalath Tadi
RN258893	Kyndall Elaine Snapp	RN258948	Anjeannette Marie Benson
RN258894	Kayla Elizabeth Solazzo	RN258949	Lucy Ellen Bucket
RN258895	Regina Gale Adderhold	RN258950	Samantha Grace Girardot
RN258896	Gayatri Doshi	RN258951	Jordan Kelsey Burnam
RN258897	Meghan Elizabeth Wetterhall	RN258952	Bradley Richard Saindon
RN258898	Rachel Nicole Booth	RN258953	Tonya Renee Sullivan
RN258899	Emily Wallace Wright	RN258954	Abby Morgan Smith
RN258900	Gladys Renee Simmons	RN258955	Ronald Seth VanDyke

RN258956	Myranda Shea Bishop	RN259011	Kaylan Brooke Sims
RN258957	Rashmi Ghimirey	RN259012	Carlos R. Pascual
RN258958	Hannah Elizabeth Beck	RN259013	Alexandria Michelle Licht
RN258959	Aubry Falynn Cheek Slagle	RN259014	Gracen Aileen Kennedy
RN258960	Sabina Albertovna Abdullayev	RN259015	Kayla Elizabeth Coyle
RN258961	Arielle Falan Jennings	RN259016	Jessica Ann Thompson
RN258962	Kaley Michelle Dial	RN259017	Molly Kay Couey
RN258963	Brianna Paige Prince	RN259018	Jessica Lanich Rosas
RN258964	Sarah Frances Smith	RN259019	Katherine Elizabeth Kelly
RN258965	Haleigh Elaine Jiles	RN259020	Arisha Brooke Barwick
RN258966	Amanda Ann Anderson	RN259021	Raven Cherice Cooper
RN258967	Laura Hernandez	RN259022	Mellanie Rene Slaby
RN258968	Kelli Terrese Rainey	RN259023	Amanda Blake Chambers
RN258969	Meagan Amanda Mayernick	RN259024	Sherry Renee Wootton
RN258970	Heather Miranda Gagnon	RN259025	Margaret Elizabeth Johnson
RN258971	Katelen Dakota Oakes	RN259026	Alecia Sue Beck
RN258972	Brittany LeAnn Belcher	RN259027	Kehiona Obinna Glover Brown
RN258973	Janna Selena Mullis	RN259028	Melissa Zampatti
RN258974	Lauren Kathryn Stephens	RN259029	Feor King Goolsby
RN258975	Cynthia A Mixon	RN259030	Linda Jean Ward
RN258976	Rachel Nicole Rumfola	RN259031	Leah Horton Sharrock
RN258977	Cheryl A Griesinger	RN259032	Juanita G. Sheppard
RN258978	Jordan Lynn Wilson	RN259033	Eileen Alethea Seaux
RN258979	Kyla Dawn Reinhart	RN259034	Sasha Rachelle Poynter
RN258980	Walton Lee Satcher, Jr.	RN259035	Seth Garrett Nicholson
RN258981	Leslie Roxanne Altman	RN259036	Ann Marie Begy Reda
RN258982	Tinin Botoo Brown	RN259037	Sara Lynn Jacobs
RN258983	Shannon Evette Wright	RN259038	Stephanie Grace Jelnick
RN258984	Tonya LaShon Moore	RN259039	La'Kea Marshirae-Marie Kelly
RN258985	Stephanie Michelle Mathis	RN259040	Rita Kensah
RN258986	Don Lee Mathis	RN259041	Andrew Floyd Malen
RN258987	Alexryia Maria Ray	RN259042	Rebecca Anne Chambers
RN258988	Austyn Drake Todd	RN259043	Paislee Marie Parrish
RN258989	Cynthia Leigh Kuriger	RN259044	Brittany Rebecca O'Neal
RN258990	Anjhari Julien Matthews	RN259045	Heather Lyne Cochran
RN258991	Jacqueline Elizabeth Prime	RN259046	Shannon Eylse Durden
RN258992	Carmette Rose Marie James	RN259047	Savia Nanisa Fryer
RN258993	Emma Jeanne Wolcott	RN259048	Tiffany Sheree' Harrell
RN258994	Natalie Paige McLaughlin	RN259049	Nicole Ann Helms
RN258995	Alex Oleg Ronin	RN259050	Morgan Emily McDonald
RN258996	Morgan Lyn Pecknold	RN259051	Chad Matthew Hinton
RN258997	Eunice Asiedu	RN259052	Jennifer Johnson Miller
RN258998	Denisha Deanna Renee Swinney	RN259053	Morgan Brooke Oliverio
RN258999	Lauren Elizabeth Brandner	RN259054	Jennifer Lee Slusne
RN259000	Sarah Mercedes Briceno	RN259055	Kimberly Ann Peel
RN259001	Agatha Ibrahim John	RN259056	Hannah Elise Starrett
RN259002	Joanne Louise Knupp	RN259057	Kara Elizabeth Wright
RN259003	Stacie Lea Ireland	RN259058	Jennifer Leigh Tavella
RN259004	Ashley Nicole Yawn	RN259059	Mercedes Kerria Anderson
RN259005	Ansley Paige Akin	RN259060	Samantha Marie Zabroske
RN259006	Maria Francesca Miller	RN259061	Mallory Anna Spratlin
RN259007	Mackenzie Barbara Wilson	RN259062	Melanie Elise Morales
RN259008	Whitney Nicole Green	RN259063	Cheryl Elizabeth Burton
RN259009	Jasmine Shonta' Wilhite	RN259064	Lisa Maria Thigpen
RN259010	Jennifer Nicole Langston	RN259065	Debbie Georgia Perrier-Meghie

RN259066	Faneshia A Peterson	RN259121	Benjamin Noah Covington
RN259067	Shandale Nicole Yawn	RN259122	Emily Ashton McNeely
RN259068	Tequita Ann Lewis	RN259123	Allison Brooke Bryan
RN259069	Anna Michelle Pilcher	RN259124	Eric Steven Fisher
RN259070	Kimbre Latoya Ellison	RN259125	Alyssa Krystyna Grabski
RN259071	Amanda Conner Miller	RN259126	Jill Marie Harris
RN259072	Renee Antoinette Henry	RN259127	Twonia Kelta Taylor-Miller
RN259073	Charmayne Gabriella Clements	RN259128	Afiwa Akpene Awesso, A
RN259074	Mary Elizabeth Leonard	RN259129	Melanie Ann Baker
RN259075	Lauren Kathleen Messmer	RN259130	Lauren Elizabeth Berman
RN259076	Bethany Danielle Swartout	RN259131	Joan Sandra Wead
RN259077	Makayla Lee Wade	RN259132	Hanh Sacui
RN259078	Countis Livia Washington	RN259133	Lacey Jeanne Blair
RN259079	Cristina Yanez Gamez	RN259134	Hannah Michelle Vaughn
RN259080	Aubrey Lynn Fiorillo	RN259135	Jennifer Breedlove
RN259081	Candice Marie Dejong	RN259136	Courtney Vinson Taylor
RN259082	Kerri Susan Rosenberg	RN259137	Kimberly Anne Ferm-Bunkley
RN259083	Brandi Marie Richardson	RN259138	Khadijah Aanisah Abdul-Aleem
RN259084	Jaime Summer McDaniel	RN259139	Rucha Mansukhlal Dalsania
RN259085	Cheryl Lynne Eagle	RN259140	Teri Lynn Dudley
RN259086	Taylor Brooke Chasteen	RN259141	Stephanie Lauren Shaheen
RN259087	Gloria Jo Mulvaney	RN259142	Jeanilee Hope Gaddis
RN259088	Rita Bhakta	RN259143	Jamison McKenzie Brown
RN259089	Robyne Sonya Samuels	RN259144	Glenda Kay Wheat
RN259090	Rachel Grey Prescott	RN259145	Stephanie Shavonne Butler
RN259091	Jessica Lowe Ausborn	RN259146	Taneka LaShay H Lawrence
RN259092	Carole Ann Thornton	RN259147	Jenna Michelle Gaither
RN259093	Janie Elyse Hanson	RN259148	Morgan Leann Turberville
RN259094	Taylor Leigh Holmes	RN259149	Darlene V Crick
RN259095	Cori Renee Witte	RN259150	Jill Marie Johnson
RN259096	Micaiah Lasha Mitchell	RN259151	MacKenzie Rae Stevens
RN259097	Melissa Kay Thomas	RN259152	Summershone Forleshia Graham
RN259098	Lyndey Kimberly McCarter	RN259153	Ebony Rashaan Sankey
RN259099	Mary Lovett Wheeler	RN259154	Sydonna Latea Henderson
RN259100	Booker Cornelius Regan	RN259155	Sherry Ralynn Bloomfield
RN259101	Kelsey Anne Brinson	RN259156	Richard Owen Bailey, Jr.
RN259102	Kristi Nicole Sheridan	RN259157	Sara Hilliard Kirkman
RN259103	Brandon Cornelius Rucker	RN259158	Mary Kathryn Barrera
RN259104	Catherine Marie High	RN259159	Haley Jane Carter
RN259105	John Bradley Waters, III	RN259160	Sarah Kathryn Murray
RN259106	Zaire Alize Burgess-Robinson	RN259161	Melissa Ann Bauman
RN259107	Lacey Jo Lewis	RN259162	Asia Renee Wilson
RN259108	Marissa Danielle Shaw	RN259163	Katherine Elizabeth Howard
RN259109	Madison Carroll McClearn	RN259164	Nicole Ann Henrich
RN259110	Lindsey Kay Peace	RN259165	Caroline Anita Rose Croft
RN259111	Brittany Paige Dougherty	RN259166	Heidi Renae Funke
RN259112	Princess Maria Chukabarah	RN259167	Cynthia Ann Hidalgo
RN259113	Joshua Allen Tootle	RN259168	Christine Margaret Morris
RN259114	Meredith Anne Cantwell	RN259169	Marlese Ann Jackson
RN259115	Casey Jae Meeks	RN259170	Dawn Maureen Kutzberger
RN259116	Lorette Hufstetler	RN259171	Cinthy Eliana Kiss
RN259117	Whitney K Robinson	RN259172	Violet Nakalanzi Kato
RN259118	Tahsin Alkarim Rajabali	RN259173	Ginger Kay Denman
RN259119	Iliana Latrece Ramos	RN259174	Michael Joseph Coccia
RN259120	Divya C Patel	RN259175	Patricia Anne Lawrence

RN259176	Pamela Jeanne McManus	RN259231	Helene V Djiazet
RN259177	Jacqueline Michelle Mathys	RN259232	Jorge Borboa
RN259178	Lisa Daniels	RN259233	Brandy Nicole Brown
RN259179	Clare Riley McNamara-Payne	RN259234	Chanel Latrice Williams
RN259180	Sheena Melessa Ming	RN259235	Mary Elizabeth Powell
RN259181	Orlando Diaz	RN259236	Kelly Nicole Dotson
RN259182	Samantha Lawter Moss	RN259237	Ashley Nicole Diggs
RN259183	Angela Yvonne Arthofer	RN259238	Hayley Marie Anderson
RN259184	Ashley Frances Fountain	RN259239	Olivia Cecilia Bullock
RN259185	Kimberly Ann Fox	RN259240	Chamaïne Adrie Bjornson
RN259186	Kathleen Morriss Keeble	RN259241	Amber Brooke Meyer
RN259187	Tiara Kadisha Tyre	RN259242	Anika Reshay Ampadu
RN259188	Laura Lester Rue	RN259243	Sarah Anne Smith
RN259189	Katie Ann Riffle	RN259244	Ivori Merlise Miller
RN259190	Sharla Kay Peterson	RN259245	Elissa Brooke Lowery
RN259191	Susanne Marie Tanner	RN259246	Stephanie Alexis Majors
RN259192	Patience Hannah Reid	RN259247	Lauren Elizabeth Tash
RN259193	Julie Ann-Marie Workman	RN259248	Samuel David Horvath
RN259194	Shawna Ann Wright	RN259249	Teresa Lynn Sikes
RN259195	Lufei Young	RN259250	Phuc Nhi T. Le
RN259196	Mallory Alanna Myers	RN259251	Audrey Elizabeth Overton
RN259197	Parisha Mae Flucker-Inge	RN259252	Brooke Lauren Tryon
RN259198	Katherine May Forsberg	RN259253	Serena Amanda Shumpert
RN259199	Marilyn Graciani	RN259254	Roberta Nicole Sanchez
RN259200	Alyssa Colette Best	RN259255	Lisa Cassady Beck
RN259201	Eric Matthew Newkirk	RN259256	Susan G Simpson
RN259202	Amber Mills Youngblood	RN259257	Mallory Allene Powell
RN259203	Chelsea Elaine Dyer King	RN259258	Petrece Danielle Olesh
RN259204	Kaitlyn Marie Roberts	RN259259	Safiya Nicole McGowan
RN259205	Benevolent Magdalene Walker	RN259260	Melissa Ann Evans
RN259206	Tamara Michelle Sylvester	RN259261	Aniela Jocelyn Garcia-Velazquez
RN259207	Hannah Ashlyn Joiner	RN259262	Oluwafunke Esther Ayodele
RN259208	Ashlyn Brooke Dent	RN259263	Lemere Meshone Foster
RN259209	Scott Alan Walker	RN259264	Tana Lynne Stephenson
RN259210	Finan A. Yemane	RN259265	Hannah Huntington Dalby
RN259211	Margaux Ann Lodde	RN259266	Kimberly Smith Scott
RN259212	Emily Brooke Holmes	RN259267	Daphne Rene Wilburn
RN259213	Andrea Jones	RN259268	Alexis Cherrell Taylor
RN259214	Sara Marie Anderson	RN259269	Bueford Allen Jewell, Jr.
RN259215	Tiffany Kristen Providence	RN259270	Melissa Grace MacDonald
RN259216	Megan Lee Szczepanski	RN259271	Nawa Kamate
RN259217	Mariana Voronovscaia	RN259272	Jermaine Johnson
RN259218	IULIA MARIA MEDREA	RN259273	Guillermo Soto, Jr.
RN259219	Tonya Ann Wade	RN259274	Holly Ann Costello
RN259220	Chris Hoang Le	RN259275	Anna Claire Evans
RN259221	Monica Flynn	RN259276	Jessica Alyse Palombo
RN259222	Khem Raj Regmi	RN259277	Amy Kristen Tierra
RN259223	Kizzie Idella Enoch	RN259278	Angela Nicole Teague
RN259224	JOSEPH NGANGA KURIA	RN259279	Vanessa Ann Warner
RN259225	Stephanie Nicole Pelling	RN259280	Sharon Gordon
RN259226	Devita Lashay Lockett	RN259281	Daisy Ruda Wilkins
RN259227	Hannah Michele Cheney	RN259282	Nora A Custer
RN259228	Nicoleta Radulea	RN259283	Shakyra Lashon Robinson-Prince
RN259229	Erin Marie Webb	RN259284	Dominique Pernell Prince
RN259230	Anca Larisa Epure	RN259285	Molike Michael Green

RN259286	Emily Anne Carpenter	RN259341	Angel Marie Molpus
RN259287	Stacy Adina Tollison	RN259342	Dana Lauren Franceschelli
RN259288	Imelda Solloana Quesenberry	RN259343	Victoria Rachel Patterson
RN259289	Rhaya Ann Coombs	RN259344	Sheryl Karess Hunter
RN259290	DeAndrea Lyvette Cooper	RN259345	Ashley Renee McCulloch
RN259291	Iris Newmans	RN259346	Janie Marie Weeks Long
RN259292	Michelle Beth Bradford	RN259347	Karen Beth Hill
RN259293	Marquez J Roney	RN259348	Lauren Leigh Wigelius
RN259294	Hillory Maya Fields	RN259349	Jennifer Ann Alexander
RN259295	Siobhan Maureen Clark	RN259350	Lisa Marie Nolan
RN259296	Tara Leadbitter Campbell	RN259351	Cassandra Gene Kopchick
RN259297	Mary Grace Smith	RN259352	Meghan Marye Novakowski
RN259298	Shannon Lynette Mitchell Bradley	RN259353	Angelia Kay Layne
RN259299	Shauna Rae Travis	RN259354	Mitzie M. Skiles
RN259300	Lisa Maria Bowman	RN259355	Jillana Lynn Lefler
RN259301	Jennifer Lee Mesadiou	RN259356	Marilyn Shiner McFarland
RN259302	Phoebe Presley Wilborn	RN259357	Lisa Dawn Martinez
RN259303	Kimberly Yhantia Brown	RN259358	Maureen Cluskey
RN259304	Christopher Alan Barkley	RN259359	Emily Elise Smith
RN259305	Mary Elizabeth Vasiloff	RN259360	Rachita Rarchelle Wingo
RN259306	Donna Lee Trufant	RN259361	Brenda Jo Pena
RN259307	Jacquelyn Jessenta Whitten	RN259362	Alina Olivera
RN259308	Carina LaShay Boyd	RN259363	Amber Nicole Carter
RN259309	Michelle Marie Hiidel	RN259364	Carletta Danyale Scott
RN259310	Lauren Nicole Halula	RN259365	Trudy Carolyn Palokangas
RN259311	Melinda Antoinette Harris	RN259366	Betty Katherine Creech
RN259312	Rebecca Lynn Brigola	RN259367	Kelsie Marie Costello
RN259313	Kelly Irene Bush	RN259368	William Howard Shaffer
RN259314	Rebecca Danielle Johnson	RN259369	Allison Serena Renee Thompson
RN259315	Shlae Fontayne Hodges	RN259370	Hanna-Jen Ebuon Wang
RN259316	Jasmine Chapman Anderson	RN259371	Brent Darrell Waldon
RN259317	Kailey Jane Belote	RN259372	Stephenie Renee Lister
RN259318	Lakeysha Evette Jackson	RN259373	Andrea Milena Villalta
RN259319	Chelsea Pauline Jones	RN259374	Alison Lavelle Prosnak
RN259320	Adriana Alvarado	RN259375	Lisa LeAnn Garner
RN259321	Jeromy Alan Lairsey	RN259376	Leigh Anne Holden
RN259322	Syrenthia Renee Dysart	RN259377	Jenine Elizabeth Caddell
RN259323	Kassie Lee Hite	RN259378	Mancilla Devi Surujnath
RN259324	Dominick M. Carella	RN259379	Irais Flores
RN259325	Yafiet B Ghebregzghi	RN259380	John Gilbert Maynard
RN259326	Jamee Annette Tate	RN259381	Lindsay Kay Meaders
RN259327	Robyn Elizabeth Higgins	RN259382	Brianna Michelle Chisholm
RN259328	Anna Marie Meeks	RN259383	Kellontreia La'Porche Jackson
RN259329	Brittney Danielle Benton	RN259384	Carmen Del Real
RN259330	Britney Elise Colburn	RN259385	Lindsay Morgan Jones
RN259331	Keyla Marie Fudge	RN259386	Stacha Lynette Hayes
RN259332	Ashley Elizabeth Hull	RN259387	Erin Wester Palmer
RN259333	Tracey Robin Land	RN259388	Willie Lee Giddens, Jr.
RN259334	LaQuita Ross James	RN259389	Walter Chadwick Brown
RN259335	Sharon Darlyn Harrison	RN259390	Miata Nicole Askew
RN259336	Veronica Lorena Sepulveda	RN259391	Shalonda Buquan Thigpen
RN259337	Callie Elizabeth Barton	RN259392	Zachary Michael Schellhase
RN259338	Jacqueline Carr	RN259393	ashleigh mariah stewart
RN259339	Michael James Stanford	RN259394	Julie Lynn Richardson
RN259340	Cassidy Leigh Owensby	RN259395	Delia Louise Hines

RN259396	Tieca T Franklin	RN259451	Amanda Victoria Ochoa
RN259397	Holly Anne Voss	RN259452	Gloria Amaette Udoudoh
RN259398	Kimberly Renee MacIntyre	RN259453	Stanley Joas Yoder
RN259399	Kelsey Michelle Easterling	RN259454	Taylor Tyshauna Lakeyondra Hines
RN259400	Ashley Dione Rivera	RN259455	Adam Jonathan Fuller
RN259401	Daniel Eric Dean	RN259456	Rebecca Grace Rodriguez
RN259402	Brandy Lyn Davis	RN259457	Timothy Michael Panek
RN259403	Mallory Jeanine Lima	RN259458	Tacarla Shantese Pearson
RN259404	Claudia Patricia Morgan	RN259459	Damien Markese Pearson
RN259405	Lacy Elizabeth Lally	RN259460	Rebecca Lynn Reed
RN259406	Lucy Frances Kelley	RN259461	Brittany Dar Vicente
RN259407	Taylor Ellen Pegg	RN259462	Charity Daly
RN259408	Jennifer Brooke Mealor	RN259463	Kierra Rain Davila
RN259409	Ansley Kristen Clements	RN259464	Sonya Monika Savage
RN259410	Erika Diann Randolph	RN259465	John Elbert Driver, III
RN259411	Katherine Louise Sly	RN259466	Kirsten Ashley Wynes
RN259412	Kyung Yun Kim	RN259467	Erin Tikia Reynolds
RN259413	shanelle shian smith	RN259468	Jeana Louise Lynall
RN259414	Victoria Elizabeth Benham	RN259469	Melissa Ann Perry
RN259415	Shelby Lee Grieshober	RN259470	Ricky Nelson De Jesus
RN259416	Cameron Andrew Griffin	RN259471	Kristi Carolyn Jackson
RN259417	Olamiposi Fiyinfoluwa Owolabi	RN259472	Nellie Elisabeth Isom
RN259418	Michelle Marie Luis-Wilson	RN259473	Kalyndre Ann Liston
RN259419	Avis Gibson Holmes	RN259474	Taylor Dean Burroughs
RN259420	Logan Michael Misevicz	RN259475	Collin Shae Murphy
RN259421	John Christopher Timmons	RN259476	Edward Drummond Izard
RN259422	Ashley Renee Callahan	RN259477	Nikisha Mellisa Morris
RN259423	Mathew A. Montes	RN259478	Kelsey Clemmons Cox
RN259424	Karianne Hope Pena	RN259479	Cynthia Christina Kornegay
RN259425	Elaine Lyons Saunders	RN259480	Misty Dawn Alliston
RN259426	Christina Michele Trotman	RN259481	Merideth Elise Dean
RN259427	Richard Paul Lorenz	RN259482	Kesha Lyn George
RN259428	Amanda Kayla Reece	RN259483	Brittany Lee Godfrey
RN259429	Stacy Lynn Summers	RN259484	Alexandrea Kahiwalanihi'ianoluna Garcia
RN259430	Martha Lydia Stearns	RN259485	Michael Daniel Anthony
RN259431	Alyssa Ghazalie	RN259486	Elmina Predelus
RN259432	Stephanie Elizabeth Stadnick	RN259487	Krystal Marie Disantis
RN259433	Anvi Prakash Patel	RN259488	Megan Carol Bowers
RN259434	Tammie Lynn McDaniel	RN259489	Patricia Cyr Buckner
RN259435	Alaini Brook Richardson	RN259490	Amanda Danielle Nelson
RN259436	Kalenna Kshell Ray	RN259491	Marina McDowell Roberts
RN259437	Tangela Yvette Wright	RN259492	Shaina Alicia Andrews
RN259438	Kaitlyn Elizabeth Chastain	RN259493	Kathryn Parrish Nunnally
RN259439	Naziya Piyarali Noorani	RN259494	Savannah Whitney McCullough
RN259440	Kirbie JaneAnn Jones	RN259495	Rashida Kiotta Jennings
RN259441	Madison Emily Olkes	RN259496	Samantha E Waddell
RN259442	Lark Andersen Krizan	RN259497	Colby Alexander Herrin
RN259443	Daniel Antonio Beldin	RN259498	Kerry Alicia McKenzie
RN259444	Erika Buffit	RN259499	Emily Battle Rudderow
RN259445	Janelle Lauise Celaya	RN259500	Joshua Ashley Clark
RN259446	Lindsey Ellen Shooter	RN259501	Joshua Michael Twohill
RN259447	Rhonda Nash	RN259502	Charles Christopher Moore
RN259448	Anna Catherine Fault	RN259503	Michael Ryan Oldenburg
RN259449	Lisa Renee Hill	RN259504	Casey Allison Slaughter
RN259450	Frederick Rafael Barias	RN259505	Mary Katherine Speegle

RN259506	Rebecca Lynn Dowell	RN259561	Kathleen Santoro
RN259507	Cassandra Lynn Strickland	RN259562	Arit Roberta Asuquo-Ating
RN259508	Stephen Gregg Willis	RN259563	Gabrielle Christina Cotter
RN259509	Wanda Faye Rutland Bond	RN259564	Katherine Elaine Booker
RN259510	Maria Del Rocio Cruz Hernandez	RN259565	Taylor Nicole Jones
RN259511	Kellianne Thompson	RN259566	Andrew Kang
RN259512	Merlyn Raymond	RN259567	Mildred Orbe Langga
RN259513	McKenna Delane Parker	RN259568	Linda Lee Logan
RN259514	Kacey Bohannon Roberson	RN259569	Jessica Charlette Simmons
RN259515	Mary Hannah Arrington	RN259570	Sandra Elizabeth Bostick
RN259516	Ginger Renea Harriss	RN259571	Mukwati Akufuna
RN259517	Drew Lancaster Nicholson	RN259572	Ashley Marie Corbett
RN259518	Karen Angelica Pacheco Villanueva	RN259573	Athley Adams Wear
RN259519	Penny Debra Sammons	RN259574	Christie Michelle Shackelford
RN259520	Ayodeji Yussuf Akande	RN259575	Sue Ann Emmons
RN259521	Claire Ward Hardy	RN259576	Cynthia Louise Eichhorn
RN259522	Kekinetu Okwilagwe	RN259577	Cynthia Laurie Killbride
RN259523	Kristen Lynette Anderson	RN259578	Amanda Lynn Santiago
RN259524	Erin Celeste Bone	RN259579	Lori Anne Filippo
RN259525	Inna Aleksandrovna Alexeeva	RN259580	Daria Jean Gound
RN259526	Jessica Grace Calhoun	RN259581	Stephanie Elizabeth Mueller
RN259527	Jarvis A Reese	RN259582	Briana Nicole Gantt
RN259528	Suzanne Mae Turner	RN259583	Patrick Mwesige
RN259529	Meredith Grace Arevalo	RN259584	Amanda Marie Kieran
RN259530	Libby Nicole Sanders	RN259585	Catherine Elaine Sims
RN259531	Meredith Sarah Chandler	RN259586	Kristen Noel Byrd
RN259532	Mary Kathryn Spencer	RN259587	Titilayo Mourfat Raji
RN259533	Marren Elizabeth Schwartz	RN259588	Liliana Casanova
RN259534	Karen Lee Angel	RN259589	Marcelina N. Saroza
RN259535	Dominique Nicole Smith	RN259590	Stephanie Marie Butler
RN259536	Binh Kim Nguyen	RN259591	Mary Alice Goble
RN259537	Shelby Anne Bruce	RN259592	Ashley John Traver
RN259538	Blair Ashley Puetsch	RN259593	Tania Woolfolk
RN259539	Margaret Isabelle Wright	RN259594	Regina Grace Shoemaker
RN259540	Matthew Wade Gadreault	RN259595	Sydney Nicole Montgomery
RN259541	Mazi Yusuf Harrell	RN259596	Rebekka Sofia Lackey
RN259542	Katharyn Francis Richt	RN259597	Jane Elizabeth Cowan
RN259543	Gaynielle L Scott	RN259598	Taylor Daleray McKibbens
RN259544	Kathleen Marie Clevenger	RN259599	Amy Katherine Adrian
RN259545	Michael Lee Holbrook	RN259600	Melissa Ann Conrad
RN259546	Elizabeth Lauren Murray	RN259601	Cora Margaret Wolfington
RN259547	Samara Emilia Acosta	RN259602	Eunice Mwikali Muli
RN259548	Susan Holly Thomas	RN259603	Mansi Dinesh Patel
RN259549	Nneoma Harriet Anyiwo	RN259604	Jimmie Beth Hammond
RN259550	Tracy Ann Endress	RN259605	Casey Marie Gossett
RN259551	Olga Mikhaylovna Shoshenskaya	RN259606	Jennifer Bruna Hernandez
RN259552	Mary Louis Fowler	RN259607	Jana G. Dillon
RN259553	Cheryl Ann Graf	RN259608	Elizabeth Jean Hall
RN259554	Jaclyn Marie Hageman	RN259609	Shaquana Suzan Brooks
RN259555	Mah Clavia Foje Tendoh	RN259610	Darbe Lee Anderson
RN259556	Lorraine Marie Watkins	RN259611	Gina Boholano
RN259557	Shenita Lakeisha Smalls	RN259612	Levi Clifford Barnette
RN259558	Maricia Ann Eckloff	RN259613	Dustin Ryan Hart
RN259559	Waraporn Denjalearn	RN259614	Pamela Jill Duggan
RN259560	Kelsey Nichole Curtis	RN259615	Alana Makenzie Hobgood

RN259616	Zoe Elizabeth Harris	RN259671	James William Olson
RN259617	Yvette Ako Tabetando	RN259672	Courtney Janet Hand
RN259618	Shameka Chevelle Cole	RN259673	Roxie Miracle Turner
RN259619	Patricia Daphne Williams	RN259674	Sandra D. Graham Byrd
RN259620	Jessica Lynn D'italia-Dietz	RN259675	Dana Erwin Simmons
RN259621	Paula Joyce Carothers	RN259676	Kimberly J Cole
RN259622	Felicia Deloris Edwards	RN259677	Tejuanda Lemekia Torbert
RN259623	Michelle McCormack Zentmyer	RN259678	India Sheree Reeves
RN259624	Judith Diane Warrner	RN259679	Kimberly Sue Cocolicchio
RN259625	Jane Sylvia Wallace	RN259680	Rowena Wade Elliott
RN259626	Mary Alicia Howard	RN259681	Cynthia Mae VanHoughton
RN259627	Tiera Marie Glover	RN259682	Edward Jaron McClannahan
RN259628	Allyson Grace Whiting	RN259683	Rebecca Bowen Fyans Helton
RN259629	Joshua James Buckley	RN259684	Kathleen Mary Chappell
RN259630	Wanda Denise Elam	RN259685	Minerva Loretta Boseman
RN259631	Nyrva Bertrand	RN259686	William Bruce Conley
RN259632	Harambee Brown	RN259687	Lucinda Marie Jenkins
RN259633	Janel Rizo	RN259688	Jessica Cristina Sanders
RN259634	Veronica Alicia Blease	RN259689	Karen Denise Morrison
RN259635	Kelly Kathleen McCormack	RN259690	Morgan Marie McClendon
RN259636	Rebecca Marie Fischer	RN259691	Erika Victoria Huesca-Riss
RN259637	Lindsey Renee Goldberg	RN259692	Glenn Wade Sammons, Jr.
RN259638	Breann Christian Kernion	RN259693	Jennifer Dyane Alexander
RN259639	Tina Elizabeth Green	RN259694	Desiree' Brianne Wright
RN259640	Susan Rosalie Phillip Flores	RN259695	Christine Xiomara Dorry
RN259641	Judith Ann Seppala	RN259696	Sharhonda Shanyette Burns
RN259642	Marshall Keavin Hulett	RN259697	Amber Maxwell Campbell
RN259643	Melanie Dawn Cunningham	RN259698	Colette Marie Crooms
RN259644	Linda Cruz	RN259699	Lauren Krystina Pyron
RN259645	Jamie Leigh Mason	RN259700	Rosemary Carol Rollins
RN259646	Kathryn Hart Sweeney	RN259701	Adrienne Enfinger
RN259647	Angela Hay Poole	RN259702	Marilyn Ivene Neil
RN259648	Stephanie Marie Punches	RN259703	Felicia Ann Wynn
RN259649	Claire Gatlin Reddick	RN259704	James Isaac Ludemann
RN259650	Charisse Jaquelin Lee	RN259705	Donald Brian Lucas
RN259651	Dustin DeWayne Coots	RN259706	Maria Rodriguez
RN259652	Dona Jose	RN259707	Mabrey Elizabeth Smith
RN259653	Priscilla Dianne Lowe	RN259708	Meghan Sullivan Middleton
RN259654	Matthew William Fears	RN259709	Amberly Hope Kathleen LaFavor
RN259655	Taylor Nicole Jenkins	RN259710	Crystal Lynne Malecki
RN259656	Alicia Lavette Watson	RN259711	Diane Ruth Ziolkowski
RN259657	Shakisha Rashim Lawson	RN259712	Ashlee Margret Waller
RN259658	Kateleen Whaley Pendergrass	RN259713	Melissa Ann Jahn
RN259659	Angela Elizabeth Fuzi	RN259714	Benvinda Barros Lobrano
RN259660	Sarah Leigh Curlee	RN259715	Crystal Leigh Shuptrine
RN259661	Clark Harding Putnal	RN259716	Arianne Montrell Payne
RN259662	Brittany N Swinford	RN259717	Sharita Monique Clark
RN259663	Valencia Yarbrough Jones	RN259718	Abigail Rebekah Goins
RN259664	Kristen Kibble Burke	RN259719	Harriet Catherine Welsh
RN259665	Jennifer Elizabeth Bush	RN259720	Lori Lynne Hansen
RN259666	Ashley Celeste Roberts	RN259721	William Catlin See
RN259667	Bisola Elizabeth Oyedele	RN259722	Tiffany Rose Hoskins
RN259668	Taylor Samantha Roberts	RN259723	Charles Morgan Williams
RN259669	Heather Cooper Reid	RN259724	Morgan Larsson Jones
RN259670	Charles Ray Bell	RN259725	Holly Renea Knight

RN259726	Kamata Potts Rover	RN259781	Jennifer Musabayana Ugbede
RN259727	Brianna Nicolette Johnson	RN259782	Terrica Jewel Wright
RN259728	Brittany Terecka Giles	RN259783	Angela Marie Gomez
RN259729	Colby Lake Nicholson	RN259784	Afshan Gilani
RN259730	Ashley Marie Eisenberg	RN259785	Agezi Chinwe Igboko
RN259731	Ginger Worsham Mitchell	RN259786	Lauren Ashley Davis
RN259732	Shayla Alyce Monroe	RN259787	Kaci Brown Lane
RN259733	Ana Emima Gherman	RN259788	Natasha Delane Washington
RN259734	Shannon Grace Boyd	RN259789	Janet Herrera
RN259735	Gabriela Perez	RN259790	Jean Elizabeth Llovet
RN259736	Katelyn Nicole Thompson	RN259791	Jacqueline Anita Jackson
RN259737	Sabria Anita Pinckney	RN259792	Natalie Nicole Henderson
RN259738	Charlton Maxine Lovett	RN259793	Lindsay Kimbrough Thompson
RN259739	Korey Daniel Austin	RN259794	Barbara Louise Pate
RN259740	Cynthia Marquis Banks	RN259795	Zackary Randall Brown
RN259741	Rebecca Lynn Kandora	RN259796	Chikwekwe Musonda Lupiya
RN259742	Michelle Marie Demaline	RN259797	Winter Ashley Martinez
RN259743	Sonya Marie McPherson	RN259798	Angela Marie Booker
RN259744	Shivani Mukeshbhai Naik	RN259799	Lorri Annette Howard
RN259745	Ashlynn Nicholle Cribbs	RN259800	Shawnise Derrelle Hadley
RN259746	Kylie Suzanne Case	RN259801	Barbie Courtney Dye
RN259747	Bonnie Marie Boutwell	RN259802	Caleb Tyler Wood
RN259748	Emily Christine Surratt	RN259803	Paula Messina Miller
RN259749	Jennifer Anne Hager-Paradise	RN259804	Briana Nicole McWilliams
RN259750	Jennifer Marie Davidson	RN259805	Hanna Maria Ayestas
RN259751	Allison Gambrell Groos	RN259806	Tashanna Marie Vinscon
RN259752	Megan Alexandra King	RN259807	Emily Ashba Kritt
RN259753	Hannah Joy Milton	RN259808	Susan Porter Allen
RN259754	Lori Leigh Long	RN259809	Leslie Michelle Carmichael
RN259755	Madelaine Chelsea Smira	RN259810	Robin Beth Pallastrone
RN259756	Gerald Lemuel Wingfield	RN259811	Mara Dawne Carson
RN259757	Julie Davis Yancey	RN259812	Debi Ann Coker
RN259758	Stephanie Miranda Carpenter	RN259813	Kimberly Ann Collins
RN259759	Taylor Mackenzie Vance	RN259814	Kandace Shanika Jordan
RN259760	Joshua Antunes Vieira	RN259815	Katelyn Marie McPhee
RN259761	Cavonda Arlette Slater	RN259816	Jordan Bryte Mercer
RN259762	Paige Nicole Mckenzie	RN259817	Ann Theresa McCoy
RN259763	Justin Underwood	RN259818	Leigh Ana Mikail Patterson
RN259764	Eliza Villanueva Ranola	RN259819	Denise Lynn Volante
RN259765	Jessica Diane Rochler	RN259820	Kyle Patrick Marona
RN259766	Tiffany Nichole Blake	RN259821	Tashema Monique Love
RN259767	Laci Kay Walker	RN259822	Angelique Marie Kruger
RN259768	Sarah Elizabeth Gillen	RN259823	Ilaiyah Anisah James
RN259769	Shantania Nicole Smith	RN259824	Long Thi Tuyet Nguyen
RN259770	Naomi Richards Danner	RN259825	Ashley Nicole Hollingsworth
RN259771	Lily Estelle McHugh	RN259826	Carmen Hattie Watson
RN259772	Holly Dawn Merrick	RN259827	Janessa Toya Joachim
RN259773	Natasha Renee Walker	RN259828	Allison Grace Wallin
RN259774	Dolores Holly Erickson	RN259829	Rose Prece Ide
RN259775	Laurel Gabrielle Sapp	RN259830	Glenda My Le
RN259776	Montana Blair Brown	RN259831	Rykeyla T Bridges
RN259777	Daraspreet K. Singh	RN259832	Caitlin Victoria Harrison
RN259778	Hui Na Liu	RN259833	Megan Ann Jalbert
RN259779	Alexis Renee Harris	RN259834	Jose Vargas
RN259780	Brenda Anita Marie Stavish	RN259835	Denise Duncan Salters

RN259836	Taylor Kristina Mayo	RN259868	Angela Moreland Hix
RN259837	Sherri Ann Castillo	RN259869	April Lynn Blad
RN259838	Sarah Christine Uter	RN259870	Karla Suzanne Grimaud
RN259839	Ninalyn Aguanta	RN259871	Melissa Diane White
RN259840	Tonja Marie McDonald	RN259872	Christina Renee Hamilton
RN259841	Melleny Kimble Paschal	RN259873	Samantha Elizabeth Wainwright
RN259842	Dimishe Cox Porter	RN259874	Rebecca Alanna Girard
RN259843	Marlana Dawn Kennedy	RN259875	Kathleen Ann Komorek
RN259844	Corina Shanea Berry	RN259876	Jamie Rae Ratcliff
RN259845	Tessy A Adepoju	RN259877	Gia-Bao Letu Ng
RN259846	Chelsea Lauren Redding	RN259878	Lakeysa Michelle Shavers Brown
RN259847	Shelby Danielle Gray	RN259879	Christal Shonelle Leitch
RN259848	Veronica Joy Turner	RN259880	Tracee Lauren Brown
RN259849	Tiffany Jessica Perez	RN259881	Jessica Terrell Poole
RN259850	Jasmine Jesica Thomas	RN259882	Barrington Waynelloyd Harrison
RN259851	Andrea Dawn Holsinger	RN259883	Sabrina Zulfikar Jahani
RN259852	Mary Katherine Wetherington	RN259884	Judy Ingrid Davis
RN259853	Melissa Puentes	RN259885	Cinthia Maribel Ramos-Castillo
RN259854	stacy robin mcurduy	RN259886	Brandi Bryant Glass
RN259855	Sydney Mara Suss	RN259887	Catherine Sue Loeb
RN259856	Som Nath Timsina	RN259888	Oluronke Folashade Alafe
RN259857	Young Eun Cho	RN259889	Grace Dinzei B Mbungu
RN259858	Arabelly De Los Angeles Camilo	RN259890	Aruna Liane Diptee
RN259859	Jonathan Omari Jones	RN259891	Darius Gould Gill
RN259860	Abby Christine Sullivan	RN259892	Amanda Marie Raleigh
RN259861	Kathryn Anne Yuhus	RN259893	Janet Carranza
RN259862	Kristen Rebekah Loy	RN259894	Kelsie Bryanne Acker
RN259863	JOSEPHINE KONADU ANSERE	RN259895	Jessica Nicole Teixeira
RN259864	Jeffrey Paul Barber	RN259896	Claire Simone Weil
RN259865	Roshni - Thomas	RN259897	Christina Stewart
RN259866	Joe Steven Cutrer	RN259898	Mechele Regina Saunders-Mendoza
RN259867	Emily Marie Adams	RN259899	Eumeica Rene Zirker

Barton seconded the motion and it carried unanimously.

EXECUTIVE SESSION

Hooper moved, Blalock seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §§ 43-1-2(k); 43-1-19(h), 43-26-5(c) and 43-26-11, to deliberate on applications and enforcement matters and to receive information on applications, investigative reports and pending cases. The motion passed unanimously.

At the conclusion of the Executive Session on Thursday, July 21, 2016 Rowe declared the meeting to be “open” pursuant to the Open and Public Meeting Act, O.C.G.A. §§ 50-14-1 et seq. No votes were taken during executive session.

DISCUSSION OF PERSONNEL CHANGE

Rowe welcomed attendees to the meeting and requested that individuals participating by phone send an email to nursing@sos.ga.gov to include their name, organization and title.

Rowe explained that the purpose of the agenda item was to discuss the Secretary of State’s proposed change in executive director and provided an overview of events occurring since June 17, 2016. She explained that she received an email from Secretary Kemp on June 17 stating that, effective July 1, 2016, Cleghorn would be transferred to Trades 2 and Turnage would become the executive director of the Georgia Board of Nursing. The rationale for the proposed changes was for cross training purposes. Rowe noted that the proposed change was a unilateral move by the Secretary of State with no consultation with Board members. She expressed frustration and concern regarding the receipt of the June 17 correspondence and stated that Cleghorn was an exemplary

executive director who had served the Board well and was the Board's most valuable asset. She noted that the correspondence provided the Board with less than ten business days to prepare and stated that the Board had met by teleconference on June 16 and not been provided any information regarding the agency's planned personnel change.

Rowe provided information regarding the called board meeting on June 27, 2016. She explained that board members questioned how the personnel change would impact the Board's statutory mission to protect the public. She noted that the Board was responsible for regulating practice, discipline and education and expressed the magnitude of the Board's work in nursing regulation. Rowe explained that the notification of change in executive director was complicated by the June 16, 2016 resignation of Dr. Garland, nursing education consultant. She stated that, as Board President, she was faced with the possibility of a new executive director, a vacant nursing education consultant position, nearly 160,000 licensees and seventy-eight (78) nursing education programs. Rowe provided information regarding O.C.G.A. §43-26-5(17) which gives the Board the statutory responsibility to approve the selection of a qualified executive director. She noted that Secretary Kemp's notification came with no input or communication with the Board regarding the selection of a new executive director. Rowe explained that the Board unanimously voted not to approve Turnage as executive director based on O.C.G.A. §43-26-5(17) and to notify stakeholders of the planned personnel change and the Board's response. Notification to stakeholders was to include how the transition had occurred and the potential impact on the public.

Rowe explained that correspondence was sent to Secretary Kemp on June 28 advising him of the Board's actions and offering to meet with him to collaborate on a plan. She noted that Board members began distributing stakeholder notifications on June 29.

Rowe thanked stakeholders who scheduled a meeting with Secretary Kemp on June 28 and explained that, following the stakeholder meeting, Secretary Kemp contacted her by phone to offer a revised proposal that would grant a six month extension before transitioning Cleghorn out as executive director. Rowe noted her appreciation for the extension and expressed that she continued to question Secretary Kemp regarding how the move of an exemplary executive director with six years of experience could positively impact the protection of the public. She explained that she had received no answer to that question and that Secretary Kemp advised that the transition must continue to allow for cross training.

Lockwood read the Board's response to Secretary Kemp's rationale for change in executive director. See Appendix A.

Izlar stated that, as a board member with other organizations, she had worked with several gifted executive directors. She stated that Cleghorn's work in every aspect was unbelievable. She noted the knowledge base and connections that he had developed over the last six years. Izlar explained that Cleghorn's connections enabled the Board to receive rapid responses from other nursing boards and the national organization. She noted that his efficient work could not be easily replaced. Izlar stated that she had been a board member since October 2015 and that she arrived with the concept that everyone would work together as a team with open communication with the needs of the public at the forefront. She stated that she was very disappointed with the lack of communication between the Secretary of State's Office and the Board and the unilateral decisions made by the agency that affected everyone in the room. She explained that decisions made in silos were rarely successful.

Barton stated that she had been a member of the Board for several years and that she would have sunk without Cleghorn's help. She noted the complex regulatory work of the Board in licensure, discipline, practice and education and explained that the Board wanted to work together with all stakeholders. Barton stated that she was concerned that the Board had outgrown its current organizational structure with the Secretary of State's Office. She explained that the lack of communication and collaboration was negatively impacting the Board's ability to protect the public and advance nursing practice in Georgia. She encouraged stakeholders to look at the issue with the Board.

Rowe recognized Chuck Harper, Director of Legislative Affairs and Constituent Services for the Office of Secretary of State. Harper thanked the Board for the opportunity to speak and explained that he had a letter from Secretary Kemp to be read for the record. See Appendix B.

Rowe asked for clarification regarding the purpose of the change in executive director. Harper reiterated that the purpose had been stated repeatedly. Harper stated that cross training had occurred with five other executive directors affecting a total of thirty boards. Harper questioned what position the board would be in if Cleghorn was suddenly unable to continue in his role. Phipps stated that the Board had worked diligently with the agency to communicate board needs yet they continued to encounter hurdles that prevented the Board from moving forward. Phipps referenced technological issues that the Board had encountered and the challenges faced by the Board when working to secure dedicated call center staff. Harper stated that Secretary Kemp had fought for the change to the call center and for the appropriation to make it possible.

Rowe provided information to stakeholders regarding the Optimal Regulatory Board Software (ORBS) developed by the National Council of State Boards of Nursing. She noted that the Board received approval from Deputy Secretary of State Fleming in January 2015 to move forward with the implementation of ORBS but had been recently told that the Board would not be able to proceed with ORBS at this time. Harper replied that the agency had taken time and diligently researched ORBS. He stated that ORBS was still in the development phase and was currently utilized only in jurisdictions with fewer nurses than Georgia. He explained that full implementation of ORBS would take a year. Harper noted that the Secretary of State's Office planned to attend the March 2017 demonstration of ORBS. Phipps explained that Georgia was missing out on an opportunity to be at the front end of nursing regulation with a product that will address the Board's needs to modernize its technological platform.

Harper stated that if board members wanted to continue yelling that he was willing to continue the conversation.

Rowe questioned the transition plan described in Secretary Kemp's letter (See Appendix B). Harper stated that he wasn't able to provide additional information for the record. Board members expressed concern that Secretary Kemp may revise the proposal again and questioned why the Board was not provided with information regarding the change in plan ahead of the meeting. Harper responded that telling the Board about the change in timeline would have generated another complaint from the Board. Rowe stated that the Board had been quite clear in its desire to keep its executive director. Harper stated that Cleghorn would remain in place for the foreseeable future.

Harper distributed a handout from the Office of Secretary of State (See Appendix C). Rowe stated that she had no questions regarding the document and explained that the Board had a very different perspective regarding who had worked with legislators and stakeholders to champion the Board's initiatives.

Rowe explained that stakeholders had signed up to speak and that comments would be limited to five minutes. Members of the audience questioned if they could speak without having signed up and noted that, after hearing the inflammatory comments by Harper that others may wish to speak.

Judy Malachowski – Dr. Malachowski thanked the Board for the opportunity to speak and explained that she was speaking from the position of a nursing administrator and educator with twenty-three years of experience. She noted that the purpose of regulation was to protect the public and discussed the key role that the executive director of a board plays in that work. Malachowski stated that Cleghorn had proven to be a stable force in spite of the vast changes in nursing regulation that included implementation of mandatory reporting requirements; implementation of continuing education requirements; combination of the Georgia Board of Nursing and the Georgia Board of Examiners of Licensed Practical Nurses; and, other updates to the Nurse Practice Act. She noted that Cleghorn held an elected position as a member of the board of directors of the National Council of State Boards of Nursing and discussed the benefit of that leadership position to nursing in Georgia. She discussed Cleghorn's willingness to communicate and work to solve problems with stakeholders and provided information regarding his support of nursing and nursing education.

Dina Hewitt – Dr. Hewitt stated that she was speaking on behalf of the Georgia Association of Deans and Directors. See Appendix D.

Linda Streit – Dr. Streit stated that communication was required and was fundamental to the work of nurses. She described the missteps that had been discussed and noted the occasions where the Board had reached out but communication was not entertained. She noted the statutory provisions which require the Board of Nursing to approve the selection of a qualified executive director. She referenced Harper's comments regarding ORBS and noted that the agency was hesitant to use a system that was unknown while creating a similar situation by replacing Cleghorn. Streit described the Board's work and noted that it was the largest in the state. She described previous issues encountered by the Board and noted how those issues had been resolved or the processes improved. Streit explained that stakeholders had developed a level of trust with the Board and the executive director. She described Cleghorn's familiarity with the Board's policies and procedures and questioned why the Secretary of State's Office would want to take a step backwards. She stated that it was time to begin communicating and talk through the issues and avoid disrupting a system that is working effectively. She requested that politics be put aside so that stakeholders could invest in what is right for the citizens of Georgia.

Julianna McConnell – stated that she would be speaking on behalf of MaryJane Lewitt, CNM, APRN Chair, and Georgia's Coalition of Advanced Practice Registered Nurses. She stated that CAPRN supported the Board's position on the removal and replacement of the executive director. McConnell stated that the group did not feel it is in the best interest of nursing

to replace Cleghorn and that other mechanisms were available to achieve cross training. She reiterated that CAPRN totally supported the Board of Nursing in its decision at this time.

Marcus Downs – stated that he was speaking on behalf of the Georgia Nurses Association. He explained that the prepared comments did not reflect the new information that had been presented at the meeting. See Appendix E.

Barry Cranfill – stated that as past president of the Board of Nursing he was aware that the relationship between the Board and the Secretary of State's Office had been contentious. He thanked Secretary Kemp for revisiting the decision and pushing the transition to a later time. Cranfill stated that everyone in the room understood the need for succession planning or cross training. He clarified that cross training was not synonymous with replacement. Cranfill questioned when the Professional Licensing Boards Division Director would be cross trained with Elections or Corporations. Harper responded that cross training was a proven action that worked. Harper explained that if a sudden change occurred and no one possessed the institutional knowledge of the Board it would put the agency and patients at a disadvantage. Cranfill stated that stakeholders believed the change in executive director(s) was occurring because the Board of Nursing has been viewed by the Secretary of State's Office as a contentious board. Cranfill clarified that stakeholders wanted to see cross training occur but not replacement. He noted the Board's statutory authority to approve the selection of a qualified executive director and explained that the change in executive director was thrust upon the Board with no consultation. He stated his request that the Secretary of State's Office look at a more appropriate manner of cross training and stated that he saw no other alternative for the Board but to seek a legislative change to be removed from the Secretary of State's Professional Licensing Boards Division like the Georgia Board of Pharmacy and the Georgia Board of Dentistry did in 2013. Cranfill reiterated that he stood firmly with the Board and encouraged members to seek an alternative administrative structure outside of the Secretary of State's Office. He requested that Secretary Kemp revisit his decision to replace Cleghorn in August 2017.

Harper stated that one of the most rewarding parts of his job was to assist constituents. He explained that during his tenure he had probably worked with 100 or more nurses and noted that nurses are always very appreciative of the help that they receive. Harper thanked the Board for its assistance and thanked Cleghorn. He noted the criticism of the Secretary of State's Office by the Board and stated that he had never turned down a phone call from board members and never turned down a meeting. He explained that it was important to remember that the Secretary of State's Office spent a great deal of time during the legislative session working on nursing issues.

Mary Gullatte – stated that her comments were prepared as a Georgia citizen, voter and nurse. See Appendix F.

Rowe referenced the Secretary of State's comments about addressing the status quo. She stated that the Board of Nursing had not been a status quo board and referenced the Board's list of highlighted activities from FY2016. She explained that through Cleghorn's leadership and management skills each of those highlights had become a reality. She reiterated that the Board worked diligently to protect the public.

Teresa Kochera – stated that her comments were prepared as a stakeholder, educator and practicing nurse. Dr. Kochera thanked Turnage for his professionalism and noted that Harper had been placed in a bad situation by the agency by being sent to the meeting to simply placate the Board and stakeholders. Kochera expressed shock and disheartenment that the Board found out about the change to the transition plan in the open meeting. She referenced Harper's comments that the Board had been given the "lion's share" of resources and noted that the Board of nursing was the largest regulatory board receiving administrative support from the Secretary of State's Office. She provided information regarding her tenure in Georgia and credited Cleghorn with the recent progress that allowed nursing regulation in Georgia to be equal, in many cases, with the nation. Kochera stated that it was time for the nearly 160,000 nurses who vote, have friends, family and voices who vote to advocate for the Board to move away from the Secretary of State's Office.

Rebecca Wheeler – stated that her comments were prepared on behalf of the Georgia Nursing Leadership Coalition. Dr. Wheeler provided information regarding Cleghorn's assistance in obtaining workforce data for Georgia nurses. She noted that progress had been made to produce a database with an 89% response rate. She credited Cleghorn's connections with the National Council of State Boards of Nursing for making the progress possible. She reiterated that the Georgia Nursing Leadership Coalition stood strongly with the Board of Nursing and did not support the replacement of Cleghorn.

Phipps clarified that the Board's pursuit to keep Cleghorn as executive director was out of respect. She noted that she had served on the Georgia Board of Examiners of Licensed Practical Nurses and the Georgia Board of Nursing for six years and stated that

it would be detrimental to the profession if Cleghorn were removed. She referenced Cleghorn's ability to connect with other states, communicate and bring people together.

Shilling stated that she wanted to address the issue of the Board of Nursing being viewed as a contentious board. She noted that while the Board was proud of the progress that had been made the work was not finished. She explained that processes were continually reviewed and revised as the Board pushed for improvement. She reiterated that the Board was not complacent and commented that the dedication and talent was present but just needed to be allowed to continue to work.

Erman Gunid – Student, Georgia Piedmont Technical College – asked how practicing nurses could commit to this issue and support the Board. Rowe explained that advocacy for the profession was extremely important and would impact the nurse's life personally and professionally. She provided information regarding the Board's website and the Georgia Nurses Association and encouraged the student to become a leader whether at his school or place of practice.

Joan Cranford – stated that she was speaking as a stakeholder. Dr. Cranford thanked the Board for its support and provided information on Cleghorn's responsiveness. She stated that she had spent forty years trying to explain to individuals that nursing was different and that what worked for others may not work for nursing. She explained that stakeholders had heard clearly reasons why the change in executive director would not work. Cranford stated that consistency and communication were characteristics of successful organizations. She reiterated her support for the Board of Nursing and Cleghorn and stated that he should not be replaced.

Evelyn Jester – Student, Georgia Piedmont Technical College. Jester stated that she had been a cosmetologist for several years and that she didn't understand the purpose for the change in executive director. She clarified that an individual familiar with the rules and regulations of cosmetology would not be familiar with nursing regulation.

Brianna Smith – Student, Georgia Piedmont Technical College. Smith stated that the Secretary of State's Office continued to reinforce that it was making plans in case Cleghorn was suddenly unable to serve. She explained that, by removing Cleghorn, the agency was immediately creating a situation where Cleghorn would no longer be able to serve. Smith stated that such a change simply did not make sense.

Rowe thanked stakeholders for their time and comments and explained that the Board had other business items on its agenda. She expressed appreciation for the unified support of nurses. She noted that every decision of the Board is driven by a desire to protect the public. Rowe explained that the Board would finish its agenda for the day and consider stakeholder comments on Friday, July 22 to determine the best course of action to protect the citizens of Georgia. She stated that the Board would seek permission to post its decision on its website and disseminate the information to stakeholders. She reiterated that the Board was driven to become better and noted that Cleghorn was needed to continue on that journey.

EDUCATION REPORT

NCLEX Report

The Board reviewed the calendar year to date NCLEX reports for programs with a pass rate below 80%.

Programs With 2016 NCLEX Pass Rate Below 80%			
Program Type	School	Pass Rate	Number of Exam Writers
RN	Albany State University	71.43%	7
RN	Armstrong Atlantic State University	79.26%	135
RN	Atlanta Technical College	53.85%	13
LPN	Central Georgia Technical College	79.63%	54
LPN	Coastal Pines Technical College	77.42%	31
RN	Georgia Northwestern Technical College	66.67%	33
LPN	Georgia Northwestern Technical College	75.68%	37
RN	Georgia Southern University	75.61%	82
RN	Herzing University	25.00%	4
RN	Shorter University	73.33%	15
RN	Southern Regional Technical College	78.72%	47

RN	Truett-McConnell College	40.00%	15
RN	University of North Georgia	79.80%	99
RN	Valdosta State University	77.27%	44
RN	West Georgia Technical College	69.70%	33
PN	Wiregrass Georgia Technical College	72.09%	43

Program Approval

Shilling moved to accept the following recommendations:

Abraham Baldwin Agricultural College

Program approval for Abraham Baldwin Agricultural College expired June 30, 2016. The program's four year NCLEX pass rate is 90.68%. The 2016 year to date pass rate is 90.22%. The program is accredited by ACEN through December 31, 2020. It was recommended that the Board extend approval through December 31, 2020.

Augusta University

Program approval for Augusta University expired December 31, 2015. The four year NCLEX pass rate for the BSN program is 89.24%. The 2016 year to date pass rate is 88.65%. The four year NCLEX pass rate for the MSN program is 91.74%. The 2016 year to date pass rate is 87.21%. The program is accredited by CCNE through December 31, 2024. It was recommended that the Board extend approval through December 31, 2024.

Chamberlain College

Program approval for Chamberlain College expired September 30, 2014. The program graduated cohorts in 2014 and 2015 with calendar year pass rates of 93.33% and 79.40% respectively. The 2016 year to date pass rate is 81.00%. The program is accredited by CCNE through December 31, 2024. It was recommended that the Board extend approval through December 31, 2024.

Chattahoochee Technical College

Program approval for the practical nursing education program at Chattahoochee Technical College expires August 31, 2016. The program's four year NCLEX pass rate is 97.59%. The 2016 year to date pass rate is 100.00%. The program is not currently accredited by a national nursing accreditation body. It was recommended that the Board extend approval through December 31, 2017.

Clayton State University

Program approval for Clayton State University expired December 31, 2012. The program's four year NCLEX pass rate is 89.57%. The 2016 year to date pass rate is 86.59%. The program is accredited by CCNE through June 30, 2024. It was recommended that the Board extend approval through December 31, 2024.

Emory University

Program approval for Emory University expires December 31, 2016. The program's four year NCLEX pass rate is 84.91%. The 2016 year to date pass rate is 92.75%. The program is accredited by CCNE through December 31, 2019. It was recommended that the Board extend approval through December 31, 2019.

North Georgia Technical College

The Board received notification that Dr. Terri Worthey had been named director of the associate degree in nursing education program at North Georgia Technical College. Based on compliance with Board Rule 410-8-.05 it was recommended that the Board accept the change.

North Georgia Technical College graduated its first cohort in 2015. The 2015 pass rate was 89.66% and the 2016 pass rate is 89.29%. Based on compliance with Rule 410-8-.02 it was recommended that the Board grant full approval to the program through December 31, 2020.

Ogeechee Technical College

Program approval for the practical nursing education program at Ogeechee Technical College expired June 30, 2016. The program's four year NCLEX pass rate is 98.61%. No graduates have taken the exam in 2016. The program is not currently accredited by a national nursing accreditation body. It was recommended that the Board extend approval through December 31, 2017.

Piedmont College

The Board received notification that Dr. Julia Behr had been named Dean of the School of Nursing and Health Sciences at Piedmont College. Program approval for Piedmont College is scheduled to expire December 31, 2016. The program has requested that the Board schedule a site visit in Fall 2017 and extend program approval through December 31, 2017. The program's four year NCLEX pass rate is 93.90%. The 2016 year to date pass rate is 89.29%. It was recommended that the Board approve the request and continue full approval through December 31, 2017.

Wesleyan College

Program approval for Wesleyan College has expired. The program's first cohort graduated in 2015 with a pass rate of 92.00%. The 2016 year to date pass rate is 90.91%. The program is accredited by CCNE through June 30, 2021. It was recommended that the Board extend approval through December 31, 2021.

Phipps seconded the motion and it carried unanimously.

Substantive Changes

Hooper moved to accept the following recommendations:

Albany Technical College

The Board received notification that Latrona Lanier had been named director of the associate degree in nursing education program at Albany Technical College. Based on compliance with Board Rule 410-8-.05 it was recommended that the Board accept the change.

Andrew College

The Board received notification that Dr. Joan Darden had been named director of the associate degree in nursing education program at Andrew College. Based on compliance with Board Rule 410-8-.05 it was recommended that the Board accept the change.

Atlanta Technical College

The Board received notification that Katrina Walker had been named director of the associate degree in nursing education program at Atlanta Technical College. Based on compliance with Board Rule 410-8-.05 it was recommended that the Board accept the change.

Bainbridge College

The Board received notification that Jeffery Ross had been named interim director of the nursing education programs at Bainbridge College. Based on compliance with Board Rule 410-8-.05 it was recommended that the Board accept the change.

Columbus Technical College

The Board received a proposal from Columbus Technical College to add an off campus instructional site for the practical nursing education program. The new site will use the same curriculum but will be based at Martin Army Community Hospital at Fort Benning. Based on compliance with Board Rule 410-9-.02 it was recommended that the Board approve the proposal.

Additionally, the Board received notification that Lori Striblin had been named director of the associate degree in nursing education program at Columbus Technical College. Based on compliance with Board Rule 410-8-.05 it was recommended that the Board accept the change.

Georgia State University

The Board received notification that Georgia State University (GSU) and Georgia Perimeter College (GPC), consolidated on January 6, 2015 to become the new Georgia State University. Georgia State University is a part of the University System of

Georgia. The University is accredited by the Southern Association of Colleges and Schools (SACS). The former GPC is now Perimeter College at Georgia State University.

The consolidated university's main campus is located at GSU's site in downtown Atlanta, Georgia (Fulton County), which will continue to be home for GSU's existing eight colleges. Perimeter College's campuses are located throughout metro Atlanta (Alpharetta, Dunwoody, Decatur, Newton and Clarkston) and continue to offer associates degrees and serve as an access institution as they do now.

The School of Nursing is an integral part of the new Georgia State University offering nursing degrees to include the Associate of Science in Nursing (ASN), Baccalaureate with a concentration in Nursing, Master's with a concentration in Nursing, Doctor of Nursing Practice, and Doctor of Philosophy. All degrees will be granted by GSU.

Based on compliance with all applicable Board rules it was recommended that the Board approve the substantive change.

Southeastern Technical College

Southeastern Technical College has submitted a revised curriculum based on recommendations from the Department of Education and the Accreditation Commission for Education in Nursing (ACEN). The changes are projected for implementation in summer 2017. The proposed changes include a revision to the program's mission and philosophy, changes to the program outcomes and student learning outcomes.

Currently, the ASN program is seven semesters and requires the completion of 74 credit hours. The proposed curriculum length is six semesters and requires the completion of 65 credit hours.

The proposed curriculum includes deletion of two courses, reduction in credit hours for five courses with an increase in credit hours for one course. This will reduce the curriculum length to six semesters and requires the completion of 65 credit hours.

Based on compliance with Board Rule 410-8-.04, it was recommended that the Board approve the proposed curriculum changes.

Additionally, Southeastern Technical College graduated its first cohort in December 2015. The 2015 pass rate was 100.00% and the 2016 pass rate is 93.33%. Based on compliance with Board Rule 410-8-.02 it was recommended that the Board grant full approval to the program through December 31, 2020.

Barton seconded the motion and it carried unanimously.

Developing Programs

Reinhardt University

Reinhardt University submitted a letter of intent and feasibility study for the development of a bachelor of science in nursing program. The documentation meets the requirements of Board Rule 410-8-.12(1)(a) through (k). Based on compliance with applicable Board Rules, Phipps moved that the Board grant developmental approval to Reinhardt University. Train seconded the motion and it carried unanimously.

Toccoa Falls College

Toccoa Falls College submitted Report Two for the development and implementation of a bachelor of science in nursing program. The college plans to enroll students in fall 2017. Based on compliance with Board Rules 410-8-.12 Shilling moved that the Board grant initial approval to Toccoa Falls College. Fort seconded the motion and it carried unanimously.

EXECUTIVE DIRECTOR'S REPORT

Cleghorn provided an update on the following items:

- Statistical Information for January and February 2016
- PLB System Issues
- ORBS (NCSBN Licensure Software/Database)

- eNotify Update
- Discipline Staff Training
- NCSBN Annual Delegate Assembly

FY2016 ANNUAL REPORT

The Board reviewed the FY2016 Annual Report and directed Cleghorn to post the report on the Board's website along with the FY2016 Highlights.

CORRESPONDENCE

The Board reviewed correspondence from the Governor's Office regarding the implementation of HB952. Daughdril provided information to members regarding the new process for adoption of rules and policies.

EDUCATION REPORT

Athens Technical College

Train moved to grant approval to include paramedics in the existing LPN to RN bridge program at Athens Technical College. Hooper seconded the motion and it carried unanimously.

CORRESPONDENCE

The Board reviewed correspondence from the Georgia Department of Education regarding school nurses and the use of unlicensed assistive personnel. It was noted that representatives from the Department of Education would participate in the August 4, 2016 Practice Committee Meeting.

RULES 410-8 REGISTERED NURSING EDUCATION PROGRAMS

The Board reviewed and discussed the proposed changes to 410-8-.05. Lockwood moved to post the following changes to Board Rules 410-8.

410-8-.01 General Requirements

(1) Rules for nursing education programs shall provide reasonable and uniform standards within which flexibility and creativity, based upon prevailing educational principles, are possible.

(2) A parent institution is defined as an educational institution that is part of the University System of Georgia, the Technical College System of Georgia or a nonprofit postsecondary institution. The board reserves the right to approve any parent institution outside of these categories.

(3) The course of study for initial licensure may be offered through an approved combination of on site, distance learning, or online teaching/learning strategies. ~~Neither class nor clinical~~ Clinical learning activities may not be offered exclusively through electronic modalities. ~~The majority of learning activities in practice settings must be taught by nursing faculty members according to Rules 410-8-.05 and 410-8-.06.~~

(4) The majority of learning activities in practice settings must be taught by nursing faculty members according to Rules 410-8-.05 and 410-8-.06.

~~(4) (5) A parent institution shall grant degrees and maintain the locus of control and fiscal responsibility for the planning, implementation, teaching, and evaluation of the nursing education program.~~

~~(5) Faculty and students in a nursing education program shall enable a curriculum that educates graduates to become eligible for licensure by examination as registered nurses or to provide educational mobility for registered nurses.~~

~~(6) Nursing education programs that provide educational mobility solely for registered nurses pursuing baccalaureate degrees in nursing have the option of seeking and maintaining Full Approval. If the parent institution subsequently develops and implements a prelicensure baccalaureate program, in which a registered nurse track is an option, the existing RN-BSN program will cease to exist as a single entity. Board approval will apply to one baccalaureate program according to Rule 410-8-.02.~~

~~(7) If approval for an RN-BSN Program, as a single entity, is not granted at the inception of the program and is sought at a later date, the program shall be required to comply with the rules for the development and implementation of a new program in order to be considered for Board approval.~~

(6) All nursing education programs must be accredited or show satisfactory progression, as determined by the Board, towards accreditation by December 31, 2020 by a national nursing accrediting body recognized by the Board.

~~(8)~~ (7) Board representatives shall conduct scheduled site visits to nursing education programs within six months of a national nursing accreditation site visit, on a regular basis every four (4) years. At its discretion, the Board may schedule site visits more frequently. A nursing education program may request a site visit.

~~(9)~~ (8) Representatives of the parent institution and/or the nursing education program shall be notified of any Board meeting at which action is to be taken relative to the program and shall be sent documentation of the action(s) in writing.

~~(10)~~ (9) Representatives of the parent institution and/or the nursing education program may appeal any board action within 90 days of written notification.

~~(11)~~ (10) To be approved as first-time writers of the licensing examination, applicants must have graduated from a nursing education program with Initial, Full or Conditional Approval at the time of graduation.

410-8-.02 Nursing Education Program Approval

(1) Developing Programs.

(a) The Board may grant Developmental Approval to a proposed nursing education program when compliance with Rules 410-8-.12 paragraphs (1) through (3) has been documented.

(b) The Board may grant Initial Approval to a nursing education program with Developmental Approval when compliance with Rule 410-8-.12(4) has been documented. Initial Approval is required prior to the enrollment of at least twenty (20) students in the first nursing courses.

(c) The Board may continue Initial Approval prior to the graduation of the first class when review of materials specified in Rule 410-8-.12(3)(c), the most recent annual report, and most recent site visit report, and program responses to it document compliance with the rules.

(d) The Board may grant Full Approval to a nursing education program with Initial Approval when review of the most recent annual report, the most recent site visit report, and program responses to it document compliance with the rules. At least eighty (80) percent of all graduates must pass the licensing examination as first-time writers within one (1) calendar year of the graduation date. ~~For single entity RN-BSN programs seeking Full Approval, transcripts of the first graduates must be submitted to the Board in addition to any other requested documents.~~

(e) If the program is not eligible for Full Approval after graduation of the first class, Conditional Approval may be imposed according to Rule 410-8-.02(3).

(2) Established Programs.

(a) The Board may continue the Full Approval of a nursing education program for any period up to ~~four (4)~~ ten (10) years. Approval is based upon documentation of compliance with rules relating to annual reports, the most recent site visit report and program responses to it, ~~and~~ a passing percentage of at least eighty (80) percent of all first-time writers on the licensing examination over the four (4) most recent calendar years and documentation of accreditation by a national nursing accrediting body recognized by the Board.

(b) A nursing education program, with Full Approval, must submit a written assessment and plan of action for review by the Board if the passing percentage of all first-time writers on the licensing examination is less than eighty (80) percent in a calendar year.

(c) A nursing education program, with Full Approval, must submit a written evaluation of the plan of action for review by the Board if the passing percentage of all first-time writers on the licensing examination is less than eighty (80) percent for a second consecutive calendar year. A site visit by Board representatives will be scheduled.

(3) Conditional Approval.

At any point during the initial approval period for developing programs or within the ~~four-year~~ approval cycle for established programs, the Board may impose Conditional Approval on a nursing education program for reasons, including but not limited to, the following conditions: review of any annual report reveals noncompliance with the rules; review(s) of the most recent site visit report(s) and program response(s) to it reveal continued, documented noncompliance with the rules; and/or the passing percentage of first-time writers on the licensing examination was less than eighty (80) percent for two (2) consecutive ~~calendar years~~ graduation cohorts and/or the four-year average was less than eighty (80) percent.

(4) Granting of Full Approval for a Nursing Education Program on Conditional Approval.

(a) The granting of Full Approval will require documentation of outcome measures, including but not limited to NCLEX-RN results, on an annual basis until compliance with conditions identified in Rule 410-8-.02(3) is documented.

(b) The granting of Full Approval may be for any period of time up to ~~four (4)~~ ten (10) years as determined by the Board. If Conditional Approval has been imposed for noncompliance with the identified four-year passing percentage on the licensing examination, the Board at its discretion may grant Full Approval for one (1) year. The one (1) year approval is based upon the program having documented evidence of at least two (2) most recent consecutive years graduation cohorts of a passing percentage of at least eighty (80) percent of its first-time writers in each calendar year even though the four-year average is not eighty (80) percent.

(5) Withdrawal of Approval.

The Board may withdraw the approval of a nursing education program on Conditional Approval when continued, documented noncompliance with the rules fails to be corrected within a time period specified by the Board. In order for students, who are currently

enrolled in at least one nursing course when approval is withdrawn, to be eligible for licensure upon graduation, the nursing education program must submit a written plan for their completion of the program or for their transfer to another approved nursing education program. Prior to the actual date of withdrawal of approval, the nursing program will continue to have time-limited Conditional Approval so that students will be identified as having graduated from an approved program and be eligible for licensure by examination.

(6) Reinstatement of Withdrawn Approval.

(a) Representatives of the parent institution and/or the nursing education program may appeal in writing to the Board for reconsideration of withdrawn approval within ninety (90) days of written notification.

(b) Upon written request, representatives of the parent institution and/or the nursing education program may appear before the Board to review its findings regarding program deficiencies and/or the adequacy of the program's plan of action.

(c) After documentation of compliance with rules, as determined by the Board, a nursing education program may petition the Board in writing for reinstatement of approval status and permission to enroll students.

(d) If approval is not reinstated, the parent institution must comply with all rules for the development and implementation of a new nursing education program.

(7) Reconstitution of a Nursing Education Program.

(a) If a program, which has had its approval withdrawn, decides to develop and implement a reconstituted (new) nursing education program, it must document compliance with Rule 410-8-.12. At its discretion, the Board may not require the fee for new programs and the feasibility study if Conditional Approval has previously been imposed on the program.

(b) The average passing percentage of the first class must be at least eighty (80) percent. If compliance with this rule is not documented, approval will be withdrawn.

410-8-.03 Organization and Administration

(1) The nursing education program must be an integral part of a parent institution accredited by the Southern Association of Colleges and Schools Commission on Colleges (also referred to as the Commission on Colleges of the Southern Association of Colleges and Schools).

(2) The relationship of the nursing unit as a program, department, division, school, or college to the parent institution must be delineated on a current organizational chart in accordance with the structural or functional plan of the parent institution.

(3) The nurse administrator shall assume authority and responsibility for the administration, planning, implementation, and evaluation of the nursing education program. This will include oversight of and budgeting for the program, selection and evaluation of qualified faculty, and evaluation of program outcomes. A percentage of time for, and description of, administrative responsibilities and must be identified. The Board must be notified within 30 days of a change in the nurse administrator.

(4) The minimum length of a nursing education program shall be six (6) academic quarters or four (4) academic semesters, each of which shall include nursing courses with learning activities in classes, simulated settings, and practice settings.

(5) If a nursing education program has an accelerated option for students who have earned a baccalaureate or higher degree in another discipline, the minimum length of study as identified in Rule 410-8-.03(4) may be shortened. The course of study must be comparable to that required for prelicensure students graduating from the same nursing education program.

(6) Adequate financial resources shall be provided for the effective operation of the nursing education program and the professional development of faculty.

(7) ~~A faculty/student ratio of at least one (1) full-time pre-licensure nursing faculty member for each twenty (20) students enrolled in the nursing education program (including audited courses) shall be maintained.~~ Faculty workload must be allocated to maintain a ratio of one full-time prelicensure nursing faculty member for each twenty (20) prelicensure students enrolled in the nursing education program.

(8) The nursing education program shall have a plan for continuous quality assessment and improvement which includes, but is not limited to: organization and administration; curriculum; faculty; students; performance of students and graduates; and educational facilities and resources.

(9) Implementation of the plan for continuous quality assessment and improvement, findings, and relevant actions and/or decisions shall be documented.

(10) All information, course materials, and documentation pertaining to the nursing education program shall be accurate and current.

410-8-.04 Curriculum

(1) The nursing education program shall be consistent with the mission/purpose, outcomes, and policies of the parent institution and the established and emerging standards of nursing education and practice.

(2) Faculty shall develop the curriculum so that the philosophy/assumptions, outcomes, written plan for its organization and development, teaching/learning strategies, assessment of outcomes and policies are internally consistent.

(3) The curriculum shall be inclusive of courses in humanities, natural sciences, social sciences and nursing which are offered in a logical and supportive sequence appropriate for collegiate study. Courses in the natural sciences must have class and laboratory components.

- (4) The curriculum must be balanced in terms of semesters/quarters, contact hours, and student workload.
- (5) The curriculum must be inclusive of learning activities in class, simulated settings, and practice settings, in reality-based situations, incorporating caring and the promotion, maintenance, and restoration of health or end-of-life care with people of all age groups who have commonly occurring acute and long-term physical and mental health problems, illnesses, and experiences.
- (6) Practice-based learning activities shall occur in diverse settings representative of the continuum of health care and with opportunities for students to engage in learning activities that enable the goals of the curriculum.
- (7) The curriculum shall be inclusive of current and emerging issues in nursing, health care, and society.
- (8) Teaching/learning strategies, activities, and interactions must include opportunities for praxis, reflection, critical thinking, ~~problem-solving~~ clinical reasoning, and decision-making.
- (9) Teaching/learning strategies, activities, and interactions must facilitate the transition to professional practice by incorporating concepts, including but not limited to: accountability; the provision and coordination of care; advocacy; and collaboration.
- (10) In a prelicensure baccalaureate program, learning activities in research, community health nursing, and management/leadership shall be included.
- (11) Various strategies shall be used in the assessment and evaluation of student outcomes.
- (12) Students enrolled in a nursing education program leading to initial licensure may participate in cooperative internship experiences or programs. Academic credit may be awarded provided that the relationship between the academic and employment aspects of the course is clearly delineated consistent with Rules 410-8-.04; 410-8-.05(10); 410-8-.05(11); 410-8-.06(2), 410-8-.07(5) and 410-8-.08.

410-8-.05 Faculty

- (1) A nursing faculty member includes any registered nurse, appointed by the parent institution, regardless of the institutional designation, who is engaged in teaching/evaluation in classes, simulated settings, and practice settings.
- (2) The nurse administrator and nurse faculty members of any nursing education program must be currently licensed as registered nurses in Georgia and authorized as advanced practice registered nurses (if applicable) from the initial date of appointment.
- (3) Faculty who are assigned to practice settings in another state or country shall comply with the relevant nurse practice act in that jurisdiction.
- (4) The nurse administrator, who is appointed with the authority and responsibility for the development, administration, and evaluation of the nursing program(s) within the nursing unit, must have at least one (1) earned graduate degree in nursing and at least three (3) years of teaching experience in a nursing education program leading to initial registered nurse licensure or completion of a higher degree in nursing.
- (5) Any registered nurse, appointed by the parent institution, who is engaged in teaching/evaluation in classes, simulated settings and practice settings, must hold at least a baccalaureate or higher degree in nursing.
- (6) For any given academic term, the nursing education program must be able to provide evidence that at least the majority of faculty members are full time and that at least three-fourths of individual full-time and part-time faculty members hold one (1) or more earned graduate degrees in nursing.
- (7) A full-time faculty member with only a baccalaureate degree in nursing must be able to provide documentation of progress toward an earned graduate degree in nursing, have experience in the area of responsibility, and be directed by a faculty member with at least one (1) earned graduate degree in nursing.
- (8) Faculty members shall have the graduate nursing education, expertise, and professional development necessary to enable the goals/outcomes of the curriculum.
- (9) For any course with a nursing title and number, a qualified registered nurse faculty member must be the coordinator.
- (10) Faculty members must be available to direct, coach, mentor, and critique students engaged in learning activities in classes, simulated settings, and practice settings.
- (11) Effective August 1, 2017, A a faculty/student ratio of at least one (1) registered nurse faculty member for no more than ~~ten (10)~~ eight (8) students engaged in actual, interactive learning activities in inpatient practice settings must be maintained to provide for the safety of patients/clients, students, and faculty members.
- (12) Faculty members shall participate in and document the development, implementation, and evaluation of the nursing education program.
- (13) Policies in effect for nursing faculty, including workload, shall be consistent with those in effect for all faculty appointed by the parent institution.
- (14) The process of selection, approval, and role development, and delineation of responsibilities of full-time and part-time faculty members shall be documented.
- (15) Out of state nursing education programs that have faculty and students engaged in learning activities in Georgia practice settings must comply with the Georgia Registered Professional Nurse Practice Act.

(16) An international nursing educator, who is not licensed as a registered professional nurse in Georgia and who is participating as an exchange visitor in a nursing education program, may direct, coach, mentor, and critique students engaged in learning activities in classes and simulated settings under the following conditions:

- (a) Responsibility for any course, in which the international nursing educator participates, must be assumed by a faculty member appointed by the parent institution;
- (b) Monetary compensation to the international nursing educator must not be provided by the parent institution;
- (c) Until licensure by examination has been granted, the international nursing educator must not be involved in actual, interactive learning activities with students and patients/clients in practice settings; and
- (d) In advance of the exchange period, the Board of Nursing must be notified of the academic and regulatory credentials of the international nursing educator for a one-time period not to exceed all or part of a quarter or semester.

410-8-.06 Learning Activities with Preceptors

- (1) Learning activities with preceptors may be included in a curriculum on a limited basis.
- (2) The student shall be enrolled in the course in which the learning activities with preceptors occur and shall not be compensated by the practice setting during this time.
- (3) The process of selection, approval, and role development of preceptors shall be documented.
- (4) The preceptor shall be currently licensed as a registered nurse and authorized as an advanced practice nurse (if applicable) according to the Georgia Registered Professional Nurse Practice Act or the statute in the state/country in which the practice setting is located.
- (5) The preceptor for a registered nurse student may be a non-nurse provided that the designated faculty member serves as the co-preceptor.
- (6) The preceptor shall be educated at preferably the same or higher level as the student and have at least one year of work experience in the practice setting in which the learning activity occurs.
- (7) The preceptor shall have the education and/or expertise to enable the learning goals of the student.
- (8) The preceptor shall be selected collaboratively by the designated faculty member and the registered nurse responsible for nursing care in the practice setting.
- (9) The preceptor shall interact with no more than two (2) students at any given time.
- (10) Each student and preceptor shall have a readily available, designated faculty member who is responsible for the learning activities in compliance with Rules 410-8-.04 and 410-8-.05(10), (11).
- (11) The designated faculty member shall meet with students and preceptors prior to and throughout the learning activities to clarify roles, learning goals, and the assessments of outcomes.

410-8-.07 Students

- (1) Policies for nursing students shall be comparable to those for all students enrolled in the parent institution except in such instances where the nature of the nursing major may require variance. Students must be high school graduates or have documented equivalent education.
- (2) Current, accurate, consistent, written information, including but not limited to, the course of study, admissions, options for advanced placement, acceleration, part-time study, articulation, progression, graduation, health requirements, the potential for criminal background checks and expanded medical profiles, and appeals shall be published.
- (3) Students shall have opportunities to evaluate learning activities, full-time and part-time faculty members, preceptors, educational resources, and practice settings.
- (4) Any registered nurse, who is a student in a baccalaureate or higher degree nursing program, must be currently licensed according to the Georgia Registered Professional Nurse Practice Act in order to engage in any actual, interactive learning activities with patients/clients.
- (5) An applicant who has graduated from an international nursing education program and is required by the board to satisfy a curricular deficiency in an approved nursing education program in order to establish eligibility for licensure by examination must be considered as an unlicensed student.
- (6) Any registered nurse, who is a student with learning activities in practice settings in another state or country, shall comply with the relevant nurse practice act.
- (7) The process for verifying the current license or certificate of any student who holds a health-related license or certificate must be documented.

410-8-.08 Employment of Unlicensed Students and/or Graduates Prior to Licensure

- (1) Unlicensed students, in conjunction with faculty members and/or preceptors, are exempt from licensure during the practice of nursing that is an integral part of a curriculum in a nursing education program.

- (2) Students, who are not otherwise licensed or certified, shall be employed only as unlicensed nursing personnel. They shall not represent themselves as nursing students nor assume responsibilities within the scope of practice of a registered nurse.
- (3) Graduates, who are not otherwise licensed or certified, shall be employed only as unlicensed personnel prior to licensure. They shall not assume responsibilities within the scope of practice of a registered nurse.
- (4) The registered nurse supervising employed unlicensed students and/or graduates prior to licensure is referred to Rules 410-8-.08(2) and 410-8-.08(3) regarding job responsibilities.

410-8-.09 Performance of Graduates

- (1) Acceptable performance on the licensing examination for each nursing education program shall be a passing rate of at least eighty (80) percent of its first-time writers in any given ~~calendar year~~ graduation cohort.
- (2) A passing percentage of at least eighty (80) percent of all first-time writers on the licensing examination over the four (4) most recent years must be maintained.
- (3) Noncompliance with this Rule may result in a change in approval status in accordance with Rule 410-8-.02.

410-8-.10 Educational Facilities, Resources, and Practice Settings

- (1) The parent institution shall provide for and maintain facilities, resources, and services for the effective development and implementation of the nursing education program.
- (2) Classes, simulated settings, equipment, and supplies should facilitate the learning goals of the curriculum.
- (3) Adequate storage space, with security as appropriate, must be provided for supplies, equipment, and materials.
- (4) Comprehensive, current, and pertinent print, non-print and electronic ~~and non-print~~ learning resources must be available for faculty and student needs.
- (5) Office and meeting space, with appropriate furnishings and equipment, must be provided for the nurse administrator, faculty members, and staff.
- (6) ~~Secretarial~~ Administrative personnel and support services must be available to meet the needs of faculty members and students.
- (7) The parent institution shall maintain a written agreement with any agency that provides educational facilities and resources for the nursing education program which delineates the responsibilities of all involved parties.
- (8) Any practice setting affiliating with a nursing education program must have documented approval by appropriate regulatory bodies (if applicable).
- (9) Any practice setting affiliating with a nursing education program must have available and appropriate personnel, facilities, and resources to enable collaborative planning, implementation, and evaluation of learning activities.
- (10) The parent institution shall maintain a written agreement with each practice setting in which actual, interactive learning activities occur that delineates the responsibilities of involved parties.

410-8-.11 Reports

- (1) Annually by July 1, each nursing program with enrolled students must provide the board with requested information pertaining to the time period between July 1 of the previous year and June 30 of the current year.
- (2) The board must receive written reports by a specified date for review at a designated board meeting. Reports include, but are not limited to: advance site visit information; program responses to site visit reports; offering of a nursing course(s) at an off-campus site prior to implementation; new tracks within an approved prelicensure program; and development of major curricular or program changes prior to implementation.
- (3) A written explanation must be provided to the board by any eligible program without graduating students, if a program which should have students eligible for graduation in a given year does not have them.

410-8-.12 Development and Implementation of New Nursing Education Programs

- (1) To obtain approval by the Board for the development of a new nursing education program, the chief administrative officer of a parent institution proposing the development and implementation of a new nursing education program must submit a letter of intent to the Board. The following information must be included:
 - (a) A completed application signed by the chief administrative officer of the parent institution;
 - (b) Documentation from the highest governing body of the parent institution granting permission to proceed with development of a nursing education program;
 - ~~(b)~~ (c) A board-approved feasibility study, completed within one year of the date of the letter, which includes, but is not limited to: rationales for the establishment of the proposed nursing education program documenting an educational need which cannot be met by existing nursing education programs; financial resources; educational facilities and resources; faculty members; resources for electronic and simulated learning; and practice settings;

~~(e)~~ (d) Evidence of accreditation of the parent institution by the ~~Commission on Colleges of the Southern Association of Colleges and Schools~~ Commission on Colleges (also referred to as the Commission on Colleges of the Southern Association of Colleges and Schools);

~~(d)~~ (e) A written plan for the recruitment and appointment of a qualified nurse administrator and faculty members to teach courses across the curriculum; and

~~(e)~~ (f) The nonrefundable, required fee which does not guarantee any approval status;

~~(f)~~ (g) Documentation of the appointment of a registered nurse, currently licensed in Georgia, with the graduate nursing education and expertise necessary to develop and implement the proposed nursing education program and assess its outcomes;

~~(g)~~ An affidavit of approval of the proposed nursing education program by the highest governing body of the parent institution within one year of the date of submission of the application;

(h) Documentation of projected revenue sources (federal, state, private, grants, gifts) and expenditures for five (5) fiscal years to support the development and implementation of the proposed nursing education program. The information must include, but is not limited to: appointment of sufficient qualified nursing faculty members (consistent with Rule 410-8-.05); appointment of ~~secretarial~~ administrative personnel and support services; and provision of print and non-print learning resources, academic support courses, and educational resources in compliance with Board rules;

(i) A written description for each practice setting proposed for learning activities with a letter of commitment from practice setting personnel to include the possible impact on existing, affiliating nursing programs; and

(j) A five-year timeline for the development and implementation of the nursing education program which includes cohorts of students and faculty members; and

(k) A proposed timeline for initiating and expanding the program.

(2) The nurse administrator and at least two (2) (full-time or part-time) faculty members with the graduate nursing education and expertise necessary to develop and implement the nursing education program and assess its outcomes, must be appointed by the parent institution to submit the following materials for Board review at least twelve (12) months prior to the enrollment of students in the first nursing course(s):

(a) Faculty qualification records for the nurse administrator and faculty members;

(b) Program purpose or mission statement;

(c) Program philosophy/assumptions;

(d) Goals/outcomes of the curriculum;

(e) Written plan for the organization and development of the curriculum;

(f) Curriculum plan, consistent with Rule 410-8-.04, showing the placement, sequence, and credit distribution of all nursing and non-nursing courses;

(g) Syllabus for each nursing course to include the title, credit distribution, prerequisites and corequisite courses, goals/outcomes, and course outline;

(h) Plan for continuous quality assessment and improvement consistent with Rule 410-8-.03(8);

(i) Information specific to the nursing education program, including but not limited to, admissions, options for advanced placement, acceleration, part-time study, articulation, progression, graduation, health requirements, the potential for criminal background checks and expanded medical profiles, and appeals;

(j) A current financial report including expenditures to date consistent with Rule ~~410-8-.12(3)(c)~~ 410-8-.12(1)(h);

(k) A plan for the recruitment of students; and

(l) Current catalog and student handbook for the parent institution.

(m) Any substantive changes since the review of previous reports;

(n) Detailed information for each nursing course in the curriculum consistent with Rule 410-8-.04;

(o) Faculty qualification records for any new faculty members;

(p) A description of any additional practice setting(s) with a written commitment from practice setting representatives to include the possible impact on existing affiliating nursing programs; and

~~(q)~~ A current financial report including expenditures to date consistent with Rule ~~410-8-.12(3)(c)~~; and

~~(r)~~ (d) An update on projected enrollment;

(3) Board representatives will conduct site visits to a developing nursing education program as necessary.

(4) Nursing education programs with Initial Approval are required to comply with all Board rules.

410-8-.13 Discontinuance of a Nursing Education Program

(1) The dean/director shall notify the Board in writing of the intent to discontinue a nursing education program at least one year prior to the discontinuance.

(2) The dean/director shall submit a written plan for discontinuance of the program to include the:

(a) Timetable;

- (b) Plan for students to complete the course of study or transfer to an approved nursing education program; and
- (c) Provision for permanent retention of student and graduate records.
- (3) When a class is not admitted in a given year, the nursing education program must close unless approval has been granted by the Board based on the justification for continuation submitted to the Board.
- (4) If a program is discontinued, the parent institution must provide for the completion of the course of study by all currently enrolled students either by continuing courses until those students have graduated, in accordance with 410-8-.02(5), or by transferring them to an approved nursing education program. Prior to the transfer of students, the parent institution must negotiate a written agreement, which delineates all responsibilities assumed by the participating parties. It must be signed by the respective administrative officers and submitted to the Board of Nursing for its review upon request.
- (5) The parent institution is responsible for providing for the permanent retention and security of student and graduate records.
- (6) If the parent institution also closes, advice should be sought from the Board concerning the permanent safekeeping and availability of records of the nursing education program.

Fort seconded the motion and it carried unanimously.

Hooper moved that the formulation and adoption of these rules does not impose excessive regulatory cost on any licensee and any cost to comply with the proposed rules cannot be reduced by a less expensive alternative that fully accomplishes the objectives of the applicable laws as required by O.C.G.A. § 50-13-4. Izlar seconded the motion and it carried unanimously.

RULES 410-9 LICENSED PRACTICAL NURSING EDUCATION PROGRAMS

Phipps moved to post the following changes to Board Rules 410-9.

410-9-.01 General Requirements

- (1) Rules for practical nursing education programs shall provide reasonable and uniform standards within which flexibility and creativity, based upon prevailing educational principles, are possible.
- (2) A parent institution is defined as an educational institution that is part of the University System of Georgia, the Technical College System of Georgia or a nonprofit postsecondary institution. The board reserves the right to approve any parent institution outside of these categories.
- (3) The course of study for initial licensure may be offered through an approved combination of on site, distance learning, or online teaching/learning strategies. Clinical learning activities may not be offered exclusively through electronic modalities.
- (4) The majority of learning activities in practice settings must be taught by nursing faculty members according to Rules 410-9-.05 and 410-9-.06.
- (4) (5) A parent institution shall grant a diploma or certificate and maintain the locus of control and fiscal responsibility for the planning, implementation, teaching, and evaluation of the nursing education program.
- (6) All nursing education programs must be accredited or show satisfactory progression, as determined by the Board, towards accreditation by December 31, 2020 by a national nursing accrediting body recognized by the Board.
- (7) Board representatives shall conduct scheduled site visits to nursing education programs within six months of a national nursing accreditation site visit. At its discretion, the Board may schedule site visits more frequently. A nursing education program may request a site visit.
- (8) Representatives of the parent institution and/or the nursing education program shall be notified of any Board meeting at which action is to be taken relative to the program and shall be sent documentation of the action(s) in writing.
- (9) Representatives of the parent institution and/or the nursing education program may appeal any board action within 90 days of written notification.
- (10) To be approved as first-time writers of the licensing examination, applicants must have graduated from a nursing education program with Initial, Full or Conditional Approval at the time of graduation.

410-9-.01 General Information. Amended

- (1) A new nursing education program means the initial establishment of a nursing education program or the re-establishment of a closed nursing program. A new nursing education program is approved for one location or address only.
- (2) A new nursing education program in this state shall have applied for and received Board approval as provided in Rule 410-9-.02 prior to the initial enrollment of students.
 - (a) The Board Laws and Rules shall be followed in the development of a new nursing education program.
 - (b) Graduates of a nursing education program which does not have Board approval shall be denied admission to the licensure examination.

- (c) It is a misdemeanor for any individual, corporation, or association to conduct a nursing education program in this state without Board approval pursuant to O.C.G.A. Sec. 43-26-42(7).
- (3) Any program, which has had Board approval as of the effective date of this Rule shall be permitted to continue operation, unless its approval has been withdrawn.
- (4) Any program whose approval status has been withdrawn pursuant to Rule 410-9-.03(5), must apply for approval as a new nursing education program as provided in Rule 410-9-.02.
- (5) All nursing education programs and affiliated campus locations will be issued the same NCSBN program code number.
- (6) Program Approval Statuses:
- (a) Developmental Approval. The Board may grant Developmental Approval to a proposed nursing education program when compliance with Board Laws and Rules have been demonstrated pursuant to Rule 410-9-.02(4).
- (b) Provisional Approval. The Board may grant Provisional Approval to a new nursing education program when compliance with Board Laws and Rules have been demonstrated pursuant to Rule 410-9-.02(8).
- (c) Full Approval. The Board shall grant Full Approval to a nursing education program which has demonstrated compliance with all Board Laws and Rules.
1. Full Approval may be granted to a new nursing education program pursuant to Rule 410-9-.02(10).
 2. The Board shall continue Full Approval of a nursing education program, or grant Full Approval to a nursing education program on Conditional Approval, when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage, for its graduates on their initial examination and any other pertinent data reveals compliance with all Board Laws and Rules.
 3. Full Approval is continuous unless the program is notified in writing to the contrary by the board.
- (d) Conditional Approval. The Board may impose Conditional Approval on a nursing education program which has demonstrated noncompliance with any of the Board Laws or Rules.
1. Conditional Approval may be imposed on a new nursing education program pursuant to Rule 410-9-.02(11).
 2. Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules.

410-9-.02 Nursing Education Program Approval

(1) Developing Programs.

- (a) The Board may grant Developmental Approval to a proposed nursing education program when compliance with Rules 410-9-.12 paragraphs (1) through (3) has been documented.
- (b) The Board may grant Initial Approval to a nursing education program with Developmental Approval when compliance with Rule 410-9-.12(4) has been documented. Initial Approval is required prior to the enrollment of at least twenty (20) students in the first nursing courses.
- (c) The Board may continue Initial Approval prior to the graduation of the first class when review of materials specified in Rule 410-9-.12(3)(c), the most recent annual report, and most recent site visit report, and program responses to it document compliance with the rules.
- (d) The Board may grant Full Approval to a nursing education program with Initial Approval when review of the most recent annual report, the most recent site visit report, and program responses to it document compliance with the rules. At least eighty (80) percent of all graduates must pass the licensing examination as first-time writers within one (1) calendar year of the graduation date.
- (e) If the program is not eligible for Full Approval after graduation of the first class, Conditional Approval may be imposed according to Rule 410-9-.02(3).

(2) Established Programs.

- (a) The Board may continue the Full Approval of a nursing education program for any period up to ten (10) years. Approval is based upon documentation of compliance with rules relating to annual reports, the most recent site visit report and program responses to it, a passing percentage of at least eighty (80) percent of all first-time writers on the licensing examination over the four (4) most recent calendar years and documentation of accreditation by a national nursing accrediting body recognized by the Board.
- (b) A nursing education program, with Full Approval, must submit a written assessment and plan of action for review by the Board if the passing percentage of all first-time writers on the licensing examination is less than eighty (80) percent in a calendar year.
- (c) A nursing education program, with Full Approval, must submit a written evaluation of the plan of action for review by the Board if the passing percentage of all first-time writers on the licensing examination is less than eighty (80) percent for a second consecutive calendar year. A site visit by Board representatives will be scheduled.

(3) Conditional Approval.

At any point during the initial approval period for developing programs or within the approval cycle for established programs, the Board may impose Conditional Approval on a nursing education program for reasons, including but not limited to, the following conditions:

review of any annual report reveals noncompliance with the rules; review(s) of the most recent site visit report(s) and program response(s) to it reveal continued, documented noncompliance with the rules; and/or the passing percentage of first-time writers on the licensing examination was less than eighty (80) percent for two (2) consecutive cohorts and/or the four-year average was less than eighty (80) percent.

(4) Granting of Full Approval for a Nursing Education Program on Conditional Approval.

(a) The granting of Full Approval will require documentation of outcome measures, including but not limited to NCLEX-PN results, on an annual basis until compliance with conditions identified in Rule 410-9-.02(3) is documented.

(b) The granting of Full Approval may be for any period of time up to ten (10) years as determined by the board. If Conditional Approval has been imposed for noncompliance with the identified four-year passing percentage on the licensing examination, the Board at its discretion may grant Full Approval for one (1) year. The one (1) year approval is based upon the program having documented evidence of at least two (2) most recent consecutive cohorts of a passing percentage of at least eighty (80) percent of its first-time writers in each calendar year even though the four-year average is not eighty (80) percent.

(5) Withdrawal of Approval.

The Board may withdraw the approval of a nursing education program on Conditional Approval when continued, documented noncompliance with the rules fails to be corrected within a time period specified by the Board. In order for students, who are currently enrolled in at least one nursing course when approval is withdrawn, to be eligible for licensure upon graduation, the nursing education program must submit a written plan for their completion of the program or for their transfer to another approved nursing education program. Prior to the actual date of withdrawal of approval, the nursing program will continue to have time-limited Conditional Approval so that students will be identified as having graduated from an approved program and be eligible for licensure by examination.

(6) Reinstatement of Withdrawn Approval.

(a) Representatives of the parent institution and/or the nursing education program may appeal in writing to the Board for reconsideration of withdrawn approval within ninety (90) days of written notification.

(b) Upon written request, representatives of the parent institution and/or the nursing education program may appear before the Board to review its findings regarding program deficiencies and/or the adequacy of the program's plan of action.

(c) After documentation of compliance with rules, as determined by the Board, a nursing education program may petition the Board in writing for reinstatement of approval status and permission to enroll students.

(d) If approval is not reinstated, the parent institution must comply with all rules for the development and implementation of a new nursing education program.

(7) Reconstitution of a Nursing Education Program.

(a) If a program, which has had its approval withdrawn, decides to develop and implement a reconstituted (new) nursing education program, it must document compliance with Rule 410-9-.12. At its discretion, the Board may not require the fee for new programs and the feasibility study if Conditional Approval has previously been imposed on the program.

(b) The average passing percentage of the first class must be at least eighty (80) percent. If compliance with this rule is not documented, approval will be withdrawn.

410-9-.02 New Nursing Education Program Development. Amended

(1) Definitions.

(a) "Affiliating Clinical Facility" refers to a contracted health care agency utilized by a sponsoring agency for clinical experience of the students enrolled in a Board-approved nursing education program.

(b) "Approved Nursing Education Program" located in this state means a nursing education program approved by the board as meeting criteria established by the board. An "approved nursing education program" located outside this state means a nursing education program that the board has determined to meet criteria similar to and not less stringent than criteria established by the board. In order to be approved by the board, a nursing education program must be one that is offered by:

1. A unit of the University System of Georgia accredited by the Commission on Colleges of the Southern Association of Colleges and Schools;

2. An institution of the Technical College System of Georgia;

3. A postsecondary institution of higher education that is accredited by a regional accrediting agency recognized by the United State Department of Education; or

4. A postsecondary institution of higher education that is not accredited in accordance with subparagraph (3) of this paragraph, but whose curriculum has been determined by the board to meet criteria similar to and not less stringent than criteria established by the board for other approved nursing education programs.

(c) "Campus laboratory" refers to the area in the classroom building which has been designed and organized to simulate the actual hospital patient care setting and where students shall obtain initial practice on each other and/or mannequins prior to experience at the affiliating clinical facilities.

- (d) "Clinical learning focus objectives" refer to those outcomes and competencies to be gained by student assignment to a specific affiliating clinical facility and/or area within the agency.
- (e) "Clinical rotation plan" refers to the schedule by which students shall be assigned to and rotated through the appropriate experiences available at each affiliating clinical facility.
- (f) "Library" refers to published literature, audiovisual aids, and all other educational materials available to faculty and students in the nursing education program.
- (g) "Master Curriculum Plan" refers to the written summary showing the sequence of all courses offered in the nursing education program. It includes the number of contact or actual clock hours for each theory and clinical component of each course, the total hours of theoretical and clinical per semester, and the total hours of theory and clinical for the entire program.
1. Theory includes those learning activities which occur in the classroom and campus laboratory setting.
 2. Clinical includes pre and post conferences, actual patient care experience, and other patient centered learning activities which occur in the clinical facility.
- (h) "Sponsoring Agency" refers to a parent institution of the nursing education program. The parent institution shall provide financial and administrative support during the establishment and operational existence of a Board approved nursing education program. Any change in the parent institution's accreditation or affiliation shall be reported to the Board within thirty (30) days of such change.
- (i) "Survey of need" refers to statements from potential affiliating clinical facilities' on agency letterhead which describe the following:
1. Each agency's current staffing patterns;
 2. The current number of vacancies per type of nursing personnel category;
 3. The projected utilization of each level of nursing personnel within the facility.
- (j) "Syllabus" refers to a written summary of a course in the nursing education program. It includes the course title and number, its credit distribution, placement in the curriculum sequence, prerequisite and co-requisite courses, a course description, learning goals or objectives, related learning activities, and clinical experience, if appropriate.
- (2) At least twelve (12) months prior to the initial enrollment of students, the administrator of a sponsoring agency considering establishment of a nursing education program must submit a letter to the Board indicating intent to develop a program. The letter of intent shall include the following information:
- (a) "Survey of Need", which demonstrates that current needs cannot be met by existing nursing education programs within a fifty (50) mile radius of the proposed establishment site;
 - (b) Evidence that adequate clinical facilities are available for student experience;
 1. Each potential affiliating clinical facility should submit a letter:
 - (i) expressing willingness to contract with the proposed new nursing education program for student experience; and
 - (ii) describing the specifics about nursing programs already utilizing the facility; and
 - (iii) describing how the new program's clinical experience needs shall be met without overloading the agency.
 2. At least three (3) licensed hospital or nursing home beds must be available for every one (1) student practical nurse at any given time;
 3. At least 40% of the total required clinical experience hours must be obtained in the hospital setting.
 - (c) The availability of classroom and campus laboratory facilities and a library for the program;
 - (d) Evidence of financial resources for the planning, implementation and continuation of the program; and
 - (e) The estimated number of qualified applicants for initial and future classes.
- (3) At least ten (10) months prior to the initial enrollment of students, the administrator of the sponsoring agency shall submit to the Board the following information:
- (a) The official name of the proposed nursing education program;
 - (b) The anticipated starting date of the program, the number of classes to be admitted per calendar year and the time(s) of admission of those classes, and the anticipated maximum number of students to be admitted per class;
 - (c) The mailing address and other contact information for the program;
 - (d) A completed Clinical Facilities Information Sheet provided by the board which includes all requested information about the affiliating agencies;
 - (e) The Clinical Facility Self-Study Report from each proposed clinical facility which includes a current contract agreement between the sponsoring agency and the clinical facility.
- (4) After the Board has received and reviewed the letter of intent and the materials pursuant to Rule 410-9-.02(2) and (3), the Board shall conduct site visits to the proposed nursing education program and all of its affiliating clinical facilities.
- (a) If compliance with Board Laws and Rules has been demonstrated, the Board will grant Developmental Approval.
 - (b) If Developmental Approval is not granted, a written explanation shall be provided to the proposed nursing education program.
- (5) At least eight (8) months prior to the initial enrollment of students, the following materials shall be submitted as Report I:
- (a) The administrative structure of the sponsoring agency which demonstrates the lines of authority for the new nursing education program;

- (b) A Nursing Faculty Qualification Record and evidence of current Georgia licensure as a registered nurse which demonstrates compliance with Rule 410-9-.08, of the Practical Nursing Education Program Director or consultant who has been employed to continue the initial development of the new nursing education program;
- (c) The program purpose, philosophy, and student terminal objectives pursuant to Rule 410-9-.06;
- (d) A Master Curriculum Plan as described in Rule 410-9-.02(1)(f) and consistent with Rule 410-9-.07;
- (e) The syllabi for all courses in the curriculum as described in Rule 410-9-.02(1)(j);
- (f) Access to school/program catalog;
- (g) All program and student policies as required by Rule 410-9-.10 (2).
- (6) At least four (4) months prior to the initial enrollment of students, the following materials pertaining to each course to be offered during the first half of the curriculum shall be submitted as Report II:
 - (a) The specific theoretical and clinical objectives/competencies for each unit of study within each course;
 - (b) The student learning and progress evaluation procedures.
- (7) At least one (1) month prior to the initial enrollment of students, the completed Nursing Faculty Summary Sheet, and the Nursing Faculty Qualification Records, and evidence of Georgia Registered Nurse licensure of the Practical Nursing Department Director and all nursing faculty shall be submitted as Report III. All nursing faculty must demonstrate the qualifications as set forth in Rule 400-3-.08.
- (8) Provisional Approval shall be considered after the Board, reviews Reports I, II, and III and must be granted prior to the enrollment of students.
 - (a) If Provisional Approval is not granted, an explanation shall be included in the report to the school.
 - (b) A new program granted Provisional Approval will remain on Provisional Approval for two years or until its first graduating class has taken its initial licensing examination, whichever is earlier, and the examination results are reviewed by the Board.
- (9) No later than one (1) month after the initial enrollment of students, the following materials shall be submitted as Report IV:
 - (a) The actual start date of the program;
 - (b) The actual number of students enrolled;
 - (c) The projected completion/graduation date of the first graduates of the program.
- (10) The program shall be eligible for Full Approval if it has demonstrated compliance with all Board Laws and Rules, and if 80% of its initial graduating class have passed their initial licensing examination after graduation during the period of Provisional Approval.
- (11) The program shall be placed on Conditional Approval if it has demonstrated noncompliance with any of the Board Laws or Rules, or if less than 80% of its initial graduating class have passed their initial licensing examination during the period of Provisional Approval.
 - (a) While on conditional approval, the program must demonstrate compliance with all Board Laws and Rules and the program must achieve a 80% pass rate of its graduates who have taken their initial licensing examination.
 - (b) Failure to achieve Full Approval within a three (3) year period shall result in Withdrawn Approval pursuant to Rules 410-9-.03 and 410-9-.04.
- (12) Graduates of a nursing education program which does not have Board approval shall be denied admission to the licensure examination.
- (13) No later than six (6) months after the initial enrollment of students, the following materials pertaining to each course to be offered during the remainder of the program's curriculum shall be submitted as Report V:
 - (a) The specific theoretical and clinical objectives/competencies for each unit of study within each course;
 - (b) Written plans for the utilization of affiliating clinical facilities as described in board rules;
 - (c) The student learning and progress evaluation procedures if different from materials submitted in Report II;
- (14) It is the responsibility of the sponsoring agency to electronically submit each required report to the board at least four (4) weeks prior to the scheduled board meeting at which the report is to be considered.

410-9-.03 Organization and Administration

- (1) The nursing education program must be an integral part of a parent institution accredited by the Southern Association of Colleges and Schools Commission on Colleges.
- (2) The relationship of the nursing unit as a program, department, division, school, or college to the parent institution must be delineated on a current organizational chart in accordance with the structural or functional plan of the parent institution.
- (3) The nurse administrator shall assume authority and responsibility for the administration, planning, implementation, and evaluation of the nursing education program. This will include oversight of and budgeting for the program, selection and evaluation of qualified faculty, and evaluation of program outcomes. A percentage of time for, and description of, administrative responsibilities and must be identified. The Board must be notified within 30 days of a change in the nurse administrator.
- (4) The minimum length of a nursing education program shall be four (4) academic quarters or three (3) academic semesters, each of which shall include nursing courses with learning activities in classes, simulated settings, and practice settings.
- (5) Adequate financial resources shall be provided for the effective operation of the nursing education program and the professional

development of faculty.

(6) Faculty workload must be allocated to maintain a ratio of one full time faculty member for each twenty (20) students enrolled in the nursing education program.

(7) The nursing education program shall have a plan for continuous quality assessment and improvement which includes, but is not limited to: organization and administration; curriculum; faculty; students; performance of students and graduates; and educational facilities and resources.

(8) Implementation of the plan for continuous quality assessment and improvement, findings, and relevant actions and/or decisions shall be documented.

(9) All information, course materials, and documentation pertaining to the nursing education program shall be accurate and current.

Rule 410-9-.03. Changes in Approval Status Categories and Grounds

~~(1) Conditional Approval may be imposed on a new nursing education program pursuant to Rule 410-9-.02(11).~~

~~(2) Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules. (a) The Board shall notify the program in writing of the cited deficiencies and the Board's recommendations and suggestions for correcting the deficiencies.~~

~~(b) The program must respond in writing to the Board's recommendations and suggestions within six (6) weeks of receipt of the notification and must include a plan of action to correct the cited deficiencies. The plan of action should be implemented immediately by the program.~~

~~(c) If the deficiencies are not corrected within the time period specified by the Board in its response to the program's plan of action (but no longer than six (6) months), the program shall be placed on Conditional Approval.~~

~~(d) If the deficiencies are corrected within the Board specified time period (but no longer than six (6) months), the program shall be granted Full Approval.~~

~~(3) Conditional Approval status shall be conveyed to the program in writing. (a) The program has ninety (90) days from the date of the notification to request in writing a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Full Approval status.~~

~~(b) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.~~

~~(4) If the deficiencies have not been corrected within one (1) year from the date of Conditional Approval status notification, the program's approval status shall be Withdrawn.~~

~~(5) Programs placed on Conditional Approval status must notify currently enrolled and potential students in writing of the program's Conditional Approval status. This statement must include the possibility that the program may have its approval Withdrawn at the end of one (1) year from the date of Conditional Approval notification, and that the Board may require the transfer of remaining students to other nursing programs to complete their programs of study.~~

~~(6) Withdrawn Approval. The Board may Withdraw Approval status from a nursing education program which has demonstrated continued noncompliance with any of the Board Laws or Rules. (a) The Board may Withdraw Approval from a new nursing education program as provided in Rule 410-9-.02(11)(b).~~

~~(b) The Board may Withdraw approval when a nursing education program fails to correct documented deficiencies within one (1) year following the date of written notification of Conditional Approval status.~~

~~(c) Withdrawn Approval is sent to the program by certified mail.~~

~~1. The program has ninety (90) days from the date of the notification to request, in writing, a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Conditional or Full Approval status.~~

~~(a) If a reevaluation request is made and there is documentation to verify that appropriate corrective actions have been implemented, the Board may grant reinstatement of Conditional Approval for up to six (6) months.~~

~~(b) If a reevaluation request is made and there is documentation to verify correction of all deficiencies, the Board may grant Full Approval.~~

~~(c) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.~~

~~2. The notification will state the effective date of the Withdrawal of Approval. Within thirty (30) days of receipt of the notification, the program will submit to the Board a written plan for graduating all students who had been admitted before approval status was withdrawn as provided in Rule 410-9-.14.~~

~~3. Any program whose approval status has been Withdrawn, must apply for approval as a new nursing education program as provided in Rule 410-9-.02.~~

~~(7) With any change in approval status the program sponsors may present any evidence for the Board to consider addressing the alleged deficiencies in writing and/or appearance before the board.~~

~~(8) The Board may grant or impose the following changes in approval status categories. (a) From Developmental Approval to~~

Provisional Approval for a new nursing education program pursuant to Rule 410-9-.02(8).

(b) From Provisional Approval to Full Approval for a new nursing education program pursuant to Rule 410-9-.02(10).

(c) From Provisional Approval to Conditional Approval for a new nursing education program pursuant to Rule 410-9-.02(11).

(d) From Full Approval to Conditional Approval for a nursing education program pursuant to Rule 410-9-.03.

(e) From Conditional Approval to Full Approval for a nursing education program pursuant to Rule 410-9-.03.

(f) From Conditional Approval to Withdrawn Approval for a nursing education program pursuant to Rule 410-9-.02(11)(b) and 410-9-.03.

(g) From Withdrawn Approval to Conditional Approval or Full Approval for a nursing education program pursuant to Rule 410-9-.03.

(9) The following deficiencies shall be inclusive of, but not limited to, those which the Board considers grounds for a change in approval status if the deficiencies are not corrected within the time period specified in Rules 410-9-.02. (a) Any curriculum change(s) made without Board notification pursuant to board rules.

(b) Failure to adhere to required theoretical content pursuant to Rule 410-9-.06.

(c) Failure to adhere to required educational facilities, resources, and support services pursuant to board rules.

(d) Failure to adhere to required school rules and policies pursuant to board rules.

(e) Failure to adhere to required nursing faculty qualifications pursuant to Rules 410-9-.07 and 410-9-.08.

(f) Failure to adhere to required clinical experience guidelines pursuant to board rules.

(g) Failure to adhere to required instructor/student ratios pursuant to Rule 410-9-.07.

(h) Failure to submit required reports and/or maintain required records pursuant to board rules.

(i) Failure to maintain an annualized licensing examination passing percentage of 80% or greater for the program's graduates on their initial examination.

410-9-.04 Curriculum

(1) The nursing education program shall be consistent with the mission/purpose, outcomes, and policies of the parent institution and the established and emerging standards of nursing education and practice.

(2) Faculty shall develop the curriculum so that the philosophy/assumptions, outcomes, written plan for its organization and development, teaching/learning strategies, assessment of outcomes and policies are internally consistent.

(3) The curriculum shall contain no less than six hundred eighty-five (685) clock hours of theoretical nursing and general education content, and no less than four hundred eighty-five (485) clock hours of planned clinical practice for each student.

(4) At least 40% of the total required clinical experience hours must be obtained in hospitals, inpatient rehabilitation centers or outpatient surgical centers.

(5) The curriculum must be inclusive of learning activities in class, simulated settings, and practice settings, in reality-based situations, incorporating caring and the promotion, maintenance, and restoration of health or end-of-life care with people of all age groups who have commonly occurring acute and long-term physical and mental health problems, illnesses, and experiences.

(6) Programs may substitute clinical simulation for not more than 75% of the clinical clock hours required in the study of obstetrics and pediatrics only.

(a) Simulation may not be used as a substitute for clinical clock hours in any other required clinical experience area.

(b) Programs that utilize clinical simulation as a substitute for clinical clock hours must provide evidence to the Board that the clinical simulation lab meets the standards set by the Certified Healthcare Simulation Educator program and accreditation standards for simulation centers.

(7) Practice-based learning activities shall occur in diverse settings representative of the continuum of health care and with opportunities for students to engage in learning activities that enable the goals of the curriculum.

(8) The curriculum shall be inclusive of current and emerging issues in nursing, health care, and society.

(9) Teaching/learning strategies, activities, and interactions must include opportunities for praxis, reflection, critical thinking, clinical reasoning, and decision-making.

(10) Teaching/learning strategies, activities, and interactions must facilitate the transition to professional practice by incorporating concepts, including but not limited to: accountability; the provision and coordination of care; advocacy; and collaboration.

(11) Various strategies shall be used in the assessment and evaluation of student outcomes.

(12) Students enrolled in a nursing education program leading to initial licensure may participate in cooperative internship experiences or programs. Academic credit may be awarded provided that the relationship between the academic and employment aspects of the course is clearly delineated consistent with Rules 410-9-.04; 410-9-.05(10); 410-9-.05(11); 410-9-.06(2), 410-9-.07(5) and 410-9-.08.

410-9-.04 Changes in Approval Status Categories and Grounds. Amended.

(1) Conditional Approval may be imposed on a new nursing education program pursuant to Rule 410-9-.02(11).

(2) Conditional Approval may be imposed on a nursing education program when review of the most recent annual report, the most recent site visit report, the most recent annualized licensing examination passing percentage for its graduates on their initial examination, or any other pertinent data reveals noncompliance with Board Laws or Rules.

- (a) The Board shall notify the program in writing of the cited deficiencies and the Board's recommendations and suggestions for correcting the deficiencies.
 - (b) The program must respond in writing to the Board's recommendations and suggestions within six (6) weeks of receipt of the notification and must include a plan of action to correct the cited deficiencies. The plan of action should be implemented immediately by the program.
 - (c) If the deficiencies are not corrected within the time period specified by the Board in its response to the program's plan of action (but no longer than six (6) months), the program shall be placed on Conditional Approval.
 - (d) If the deficiencies are corrected within the Board-specified time period (but no longer than six (6) months), the program shall be granted Full Approval.
- (3) Conditional Approval status shall be conveyed to the program in writing.
- (a) The program has ninety (90) days from the date of the notification to request in writing a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Full Approval status.
 - (b) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.
- (4) If the deficiencies have not been corrected within one (1) year from the date of Conditional Approval status notification, the program's approval status shall be Withdrawn.
- (5) Programs placed on Conditional Approval status must notify currently enrolled and potential students in writing of the program's Conditional Approval status. This statement must include the possibility that the program may have its approval Withdrawn at the end of one (1) year from the date of Conditional Approval notification, and that the Board may require the transfer of remaining students to other nursing programs to complete their programs of study.
- (6) Withdrawn Approval. The Board may Withdraw Approval status from a nursing education program which has demonstrated continued noncompliance with any of the Board Laws or Rules.
- (a) The Board may Withdraw Approval from a new nursing education program as provided in Rule 410-9-.02(11)(b).
 - (b) The Board may Withdraw approval when a nursing education program fails to correct documented deficiencies within one (1) year following the date of written notification of Conditional Approval status.
 - (c) Withdrawn Approval is sent to the program by certified mail.
1. The program has ninety (90) days from the date of the notification to request, in writing, a reevaluation by the Board. The program must provide documentation of corrected deficiencies for consideration of reinstatement of the program to Conditional or Full Approval status.
- (a) If a reevaluation request is made and there is documentation to verify that appropriate corrective actions have been implemented, the Board may grant reinstatement of Conditional Approval for up to six (6) months.
 - (b) If a reevaluation request is made and there is documentation to verify correction of all deficiencies, the Board may grant Full Approval.
 - (c) If a reevaluation request is not made, the approval status decision of the Board shall remain in effect.
2. The notification will state the effective date of the Withdrawal of Approval. Within thirty (30) days of receipt of the notification, the program will submit to the Board a written plan for graduating all students who had been admitted before approval status was withdrawn as provided in Rule 410-9-.15.
3. Any program whose approval status has been Withdrawn, must apply for approval as a new nursing education program as provided in Rule 410-9-.02.
- (7) With any change in approval status the program sponsors may present any evidence for the Board to consider addressing the alleged deficiencies in writing and/or appearance before the board.
- (8) The Board may grant or impose the following changes in approval status categories.
- (a) From Developmental Approval to Provisional Approval for a new nursing education program pursuant to Rule 410-9-.02(8).
 - (b) From Provisional Approval to Full Approval for a new nursing education program pursuant to Rule 410-9-.02(10).
 - (c) From Provisional Approval to Conditional Approval for a new nursing education program pursuant to Rule 410-9-.02(11).
 - (d) From Full Approval to Conditional Approval for a nursing education program pursuant to Rule 410-9-.03(4).
 - (e) From Conditional Approval to Full Approval for a nursing education program pursuant to Rule 410-9-.03(4).
 - (f) From Conditional Approval to Withdrawn Approval for a nursing education program pursuant to Rule 410-9-.02(11)(b) and 410-9-.03(4).
 - (g) From Withdrawn Approval to Conditional Approval or Full Approval for a nursing education program pursuant to Rule 410-9-.03(5)(c).
- (9) The following deficiencies shall be inclusive of, but not limited to, those which the Board considers grounds for a change in approval status if the deficiencies are not corrected within the time period specified in Rules 410-9-.02 and 410-9-.03.
- (a) Any curriculum change(s) made without Board notification pursuant to board rules.
 - (b) Failure to adhere to required theoretical content pursuant to Rule 410-9-.07.
 - (c) Failure to adhere to required educational facilities, resources, and support services pursuant to board rules.

- (d) Failure to adhere to required school rules and policies pursuant to board rules.
- (e) Failure to adhere to required nursing faculty qualifications pursuant to Rules 410-9-.08 and 410-9-.09.
- (f) Failure to adhere to required clinical experience guidelines pursuant to board rules.
- (g) Failure to adhere to required instructor/student ratios pursuant to Rule 410-9-.08.
- (h) Failure to submit required reports and/or maintain required records pursuant to board rules.
- (i) Failure to maintain an annualized licensing examination passing percentage of 80% or greater for the program's graduates on their initial examination pursuant to Rule 410-9-.03.

410-9-.05 Faculty

- (1) A nursing faculty member includes any registered nurse, appointed by the parent institution, regardless of the institutional designation, who is engaged in teaching/evaluation in classes, simulated settings, and practice settings.
- (2) The nurse administrator and nurse faculty members of any nursing education program must be currently licensed as registered nurses in Georgia and authorized as advanced practice nurses (if applicable) from the initial date of appointment.
- (3) Faculty who are assigned to practice settings in another state or country shall comply with the relevant nurse practice act in that jurisdiction.
- (4) The nurse administrator, who is appointed with the authority and responsibility for the development, administration, and evaluation of the nursing program(s) within the nursing unit, must have at least a baccalaureate degree in nursing, a minimum of three (3) years of licensed registered nursing practice within the preceding seven (7) years and one (1) year of teaching experience in a nursing education program.
- (5) By December 31, 2020, the nurse administrator who is appointed with the authority and responsibility for the development, administration, and evaluation of the nursing program(s) within the nursing unit, must have at least one (1) earned graduate degree in nursing.
- (6) Any registered nurse, appointed by the parent institution, who is engaged in teaching/evaluation in classes, simulated settings and practice settings, must have had a minimum of three (3) years of licensed registered nursing practice within the preceding seven (7) years.
- (7) By December 31, 2020, any registered nurse, appointed by the parent institution, who is engaged in teaching/evaluation in classes, simulated settings and practice settings, must show progression towards completion of at least a baccalaureate or higher degree in nursing.
- (8) Faculty members shall have the nursing education, expertise, and professional development necessary to enable the goals/outcomes of the curriculum.
- (9) For any course with a nursing title and number, a qualified registered nurse faculty member must be the coordinator.
- (10) Faculty members must be available to direct, coach, mentor, and critique students engaged in learning activities in classes, simulated settings, and practice settings.
- (11) Effective August 1, 2017, a faculty/student ratio of at least one (1) registered nurse faculty member for no more than ~~ten~~ eight (8) students engaged in actual, interactive learning activities in inpatient practice settings must be maintained to provide for the safety of patients/clients, students, and faculty members.
- (12) Faculty members shall participate in and document the development, implementation, and evaluation of the nursing education program.
- (13) Policies in effect for nursing faculty, including workload, shall be consistent with those in effect for all faculty appointed by the parent institution.
- (14) The process of selection, approval, and role development, and delineation of responsibilities of full-time and part-time faculty members shall be documented.
- (15) Out of state nursing education programs that have faculty and students engaged in learning activities in Georgia practice settings must comply with the Nurse Practice Act.
- (16) An international nursing educator, who is not licensed as a registered professional nurse in Georgia and who is participating as an exchange visitor in a nursing education program, may direct, coach, mentor, and critique students engaged in learning activities in classes and simulated settings under the following conditions:
 - (a) Responsibility for any course, in which the international nursing educator participates, must be assumed by a faculty member appointed by the parent institution;
 - (b) Monetary compensation to the international nursing educator must not be provided by the parent institution;
 - (c) Until licensure by examination has been granted, the international nursing educator must not be involved in actual, interactive learning activities with students and patients/clients in practice settings; and
 - (d) In advance of the exchange period, the Board of Nursing must be notified of the academic and regulatory credentials of the international nursing educator for a one-time period not to exceed all or part of a quarter or semester.

~~410-9-.05 Organization and Administration. Amended~~

- ~~(1) A written organizational plan shall indicate the lines of authority, responsibility and communication of the nursing education program to its governing body; to its clinical affiliates; to its advisory committee, and within the nursing education program itself.~~
- ~~(2) The authority and responsibility for the administration of the nursing education shall be placed with the program director as approved in Rule 410-9-.08(3).~~
- ~~(3) Any agency or institution that is utilized by a practical nursing education program shall be one that is authorized to conduct business in the state of its location.~~
- ~~(4) The length of the curriculum shall be consistent with the requirements as provided in Rule 410-9-.07(3).~~
- ~~(5) The availability of faculty for directing and critiquing students during theoretical and clinical learning activities shall be consistent with the requirements as provided in Rules 410-9-.08(1) and 410-9-.09(7).~~

~~410-9-.06 Learning Activities with Preceptors~~

- ~~(1) Learning activities with preceptors may be included in a curriculum on a limited basis.~~
- ~~(2) The student shall be enrolled in the course in which the learning activities with preceptors occur and shall not be compensated by the practice setting during this time.~~
- ~~(3) The process of selection, approval, and role development of preceptors shall be documented.~~
- ~~(4) The preceptor shall be currently licensed as a registered nurse, licensed practical nurse or medical doctor according to the Nurse Practice Act or the statute in the state/country in which the practice setting is located and have a minimum of one (1) year of clinical experience.~~
- ~~(5) The preceptor for a practical nurse student may be a non-nurse provided that the designated faculty member serves as the co-preceptor.~~
- ~~(6) The preceptor shall be educated at preferably the same or higher level as the student and have at least one year of work experience in the practice setting in which the learning activity occurs.~~
- ~~(7) The preceptor shall have the education and/or expertise to enable the learning goals of the student.~~
- ~~(8) The preceptor shall be selected collaboratively by the designated faculty member and the registered nurse responsible for nursing care in the practice setting.~~
- ~~(9) The preceptor shall interact with no more than two (2) students at any given time.~~
- ~~(10) Each student and preceptor shall have a readily available, designated faculty member who is responsible for the learning activities in compliance with Rules 410-9-.04 and 410-9-.05(10), (11).~~
- ~~(11) The designated faculty member shall meet with students and preceptors prior to and throughout the learning activities to clarify roles, learning goals, and the assessments of outcomes.~~

~~410-9-.06 Purpose, Philosophy, and Objectives. Amended.~~

- ~~(1) The nursing education program's purpose, philosophy, and objectives shall be written by the nursing faculty and approved by the school's administration and the program's advisory committee. They shall form the basis for planning, implementing, and evaluating the total program curriculum.~~

~~410-9-.07 Students~~

- ~~(1) Policies for nursing students shall be comparable to those for all students enrolled in the parent institution except in such instances where the nature of the nursing major may require variance. Students must be high school graduates or have documented equivalent education.~~
- ~~(2) Current, accurate, consistent, written information, including but not limited to, the course of study, admissions, options for advanced placement, acceleration, part-time study, articulation, progression, graduation, health requirements, the potential for criminal background checks and expanded medical profiles, and appeals shall be published.~~
- ~~(3) Students shall have opportunities to evaluate learning activities, full-time and part-time faculty members, preceptors, educational resources, and practice settings.~~
- ~~(4) An applicant who has graduated from an international nursing education program and is required by the board to satisfy a curricular deficiency in an approved nursing education program in order to establish eligibility for licensure by examination must be considered as an unlicensed student.~~
- ~~(5) The process for verifying the current license or certificate of any student who holds a health-related license or certificate must be documented.~~

~~410-9-.07 Curriculum. Amended.~~

(1) Curriculum refers to a total written plan of theoretical and clinical learning activities which shall result in the attainment of the nursing education program's objectives by graduates of the program.

(a) The curriculum shall be developed and presented on a post-secondary educational level.

(b) It shall be developed and presented by the faculty utilizing sound educational concepts and methods of teaching. These shall include the appropriate sequencing, correlating of theoretical and clinical experiences, and integrating of learning throughout the entire program.

(c) It shall prepare the students to safely perform the activities and to function in the situations described in the program's objectives.

(d) A Master Curriculum Plan shall be developed pursuant to Rule 410-9-02(1)(f).

1. A copy shall be retained for each class record;

2. A copy shall be made available to all students enrolled in the program;

3. A copy shall be provided to the Board in the program's annual report and the Practical Nursing Program's Self Study Report and at any time that there shall be a proposed revision.

(e) A Clinical Rotation Plan shall be developed pursuant to Rule 410-9-02(1)(d).

1. A copy shall be retained for each class' record;

2. A copy shall be made available to all students enrolled in the program;

3. A copy shall be made available to all appropriate affiliating clinical facilities;

4. A copy shall be provided to the Board in the program's annual report and the Practical Nursing Program Self Study Report and at any time that there shall be a revision of the one on file in the Board office.

(2) The curriculum emphasis should be on the utilization of the nursing process in the provision of care by practical nurses to patient/clients and their families throughout the life cycle in a variety of health care settings for:

(a) the promotion of health;

(b) the prevention of illness and injury; and

(c) the restoration and maintenance of physical and mental health.

(3) Length of the Curriculum. The program of study shall be consistent with the program's learning objectives and methods of instruction, except that:

(a) a full time program shall NOT be conducted longer than eighteen (18) months; and

(b) a part time program shall NOT be conducted longer than thirty six (36) months.

(4) Curriculum Objectives. There shall be written statements of specific, measurable, theoretical and clinical outcomes and competencies for each course in the curriculum which shall be achieved by students enrolled in the program. The curriculum objectives shall be in accordance with the nursing education program objectives.

(5) Minimum Curriculum Content. An approved program of instruction or its equivalent shall contain no less than six hundred eighty five (685) clock hours of theoretical nursing and general education content, and no less than four hundred eighty five (485) clock hours of planned clinical practice for each student. Said program shall include the following subjects:

(a) Theoretical Content:

1. Required Content—The curriculum must include, but is not limited to, the following theoretical content areas and must contain a total of no less than six hundred eighty five (685) clock hours.

(i) Anatomy and Physiology

(ii) Basic Microbiology

(iii) Medical Terminology

(iv) Basic Nutrition

(v) Basic Pharmacology

(vi) Medication Administration

(vii) Principles of IV Therapy

(viii) Legal and Ethical Healthcare Issues

(ix) Professional and Customer Relationships

(x) The Nursing Process and Critical Thinking Skills

(xi) Physical Assessment Techniques

(xii) Cardiopulmonary Resuscitation

(xiii) Principles and Skills of Nursing Practice

(xiv) Basic Emergency Care

(xv) Geriatric Nursing Care

(xvi) End of Life Nursing Care

(xvii) Medical Surgical Nursing Care

- (xviii) Obstetrical Nursing Care
- (xix) Pediatric Nursing Care
- (xx) Mental Health and Illness Nursing Care
- (xxi) Community Health Nursing Care and Health Care Delivery Systems
- (xxii) Leadership and Management Skills
- (xxiii) English
- (xxiv) Math
- (xxv) Psychology
- (xxvi) Sociology
- (xxvii) Chemistry
- (xxviii) Computer Literacy
- (xxix) National Practical Nursing Licensure Examination Preparation

(b) Required Clinical Experience: All of the following clinical experience areas must be provided in the curriculum:

1. Basic Emergency Care
2. Professional and Customer Relations
3. Physical Assessment Techniques for All Body Systems
4. Skills and Principles of Nursing Practice
5. Medication Administration
6. Intravenous Therapy Techniques
7. Health Maintenance and Prevention of Illness and Injury
8. Documentation of Nursing Care
9. Nursing Care of Aging Clients
10. Nursing Care of the Terminally Ill
11. Medical Surgical Nursing Care
12. Obstetrical Nursing Care
13. Pediatric Nursing Care
14. Mental Health and Illness Nursing Care
15. Community Health Nursing Care
16. Nursing Leadership and Management.

(6) The curriculum's effectiveness shall be evaluated at the specific intervals indicated by the Board to determine and verify in writing the attainment of the program's objectives.

(a) The course/teacher/clinical experience evaluations shall be conducted each quarter / semester pursuant to board rules.

(b) The individual student theoretical and clinical learning and progress evaluations shall be conducted for each course pursuant to board rules.

(c) The graduate evaluations shall be conducted for each graduate pursuant to board rules.

410-9-.08 Employment of Unlicensed Students and/or Graduates Prior to Licensure

(1) Unlicensed students, in conjunction with faculty members and/or preceptors, are exempt from licensure during the practice of nursing that is an integral part of a curriculum in a nursing education program.

(2) Students, who are not otherwise licensed or certified, shall be employed only as unlicensed nursing personnel. They shall not represent themselves as nursing students nor assume responsibilities within the scope of practice of a licensed practical nurse.

(3) Graduates, who are not otherwise licensed or certified, shall be employed only as unlicensed personnel prior to licensure. They shall not assume responsibilities within the scope of practice of a licensed practical nurse.

(4) The registered nurse supervising employed unlicensed students and/or graduates prior to licensure is referred to Rules 410-9-.08(2) and 410-9-.08(3) regarding job responsibilities.

410-9-.08 Nursing Faculty. Amended.

(1) Number of Nursing Faculty. An adequate number of nurse faculty members, as necessary for quality education, must be employed to carry out the nursing education program's purpose and objectives.

(a) Such an adequate number shall be reasonably proportionate to the:

1. Number of students enrolled;
2. Frequency of admissions;
3. Education and experience of faculty members;
4. Number and location of affiliating clinical facilities; and
5. Total responsibilities of the faculty.

(b) The availability of faculty for directing and critiquing students during clinical learning activities shall be based upon criteria which ensures the safety of patients/clients; AND

1. Shall be documented in writing at a ratio of NOT more than ten (10) students per one (1) instructor.

2. The sponsoring agency shall consider a lower ratio when clinical space, patient acuity and patient census are insufficient to accommodate the ten (10) to one (1) ratio.

(c) The majority of nursing faculty shall be full time employees of the sponsoring agency.

(2) Qualifications for Employment.

(a) The nursing education program director and all nursing faculty members:

1. Shall hold a current Georgia license in good standing from the initial date of employment as a registered professional nurse.

2. Shall have had a minimum of three (3) years of licensed nursing practice within the preceding seven (7) years.

(b) In addition to the qualifications set forth in subsection (a) above, the director of a nursing education program shall have at least a baccalaureate degree in nursing and one (1) year of teaching experience in a nursing education program, (included in the required three (3) years of nursing practice).

(c) The program director and each member of the nursing faculty shall maintain professional competence through such activities as continuing education programs, nursing practice, and/or academic study courses, and shall submit documentation of these activities in writing annually to the Board in the program's Annual Report, or Practical Nursing Program's Self-Study Report.

(d) The sponsoring agency shall submit evidence that all faculty members meet minimum requirements of the Board pursuant to Rule 410-9-.08. A Nursing Faculty Qualification Record and a copy of the current Georgia Registered Nurse license must be submitted to the Board within one (1) month of the faculty member's employment.

(3) Faculty Functions.

(a) The nursing education program director shall supervise all nursing faculty, shall be the administrative coordinator for the program, and shall be the direct communicator with the Board.

(b) The nursing faculty shall participate in the development, implementation, instruction, evaluation, and revision of the entire nursing education program. The faculty shall:

1. Seek recommendations from the practical nursing program's advisory committee for establishing policies for the recruitment, selection, admission, progression, dismissal, and counseling of students.

2. Develop and evaluate the theoretical and clinical learning activities of the program.

3. Direct and supervise student learning in the classroom and clinical areas.

4. Participate in the counseling and guidance of students related to the course of instruction.

5. Establish a system to maintain essential records that will be used to evaluate a student's progress.

6. Interpret changing practices in the utilization of the graduate practical nurse and adjust the educational program to accommodate these changes.

7. Develop short and long range plans for strengthening the program based upon the feedback obtained from the program's evaluations.

8. Be readily available for consultation with clinical preceptors and students during preceptorial learning experiences.

(4) Faculty Organization.

(a) The nursing faculty shall hold regular (at least monthly) nursing faculty conferences to discuss the nursing education program and maintain nursing faculty meeting minutes as a written record of discussions and decisions.

(b) Policies in effect for nursing faculty shall be consistent with those in effect for all faculty employed by the sponsoring agency.

(c) There shall be a written school policy for the selection, orientation, and utilization of full time and part time nursing faculty.

410-9-.09 Performance of Graduates

(1) Acceptable performance on the licensing examination for each nursing education program shall be a passing rate of at least eighty (80) percent of its first-time writers in any given cohort.

(2) A passing percentage of at least eighty (80) percent of all first-time writers on the licensing examination over the four (4) most recent years must be maintained.

(3) Noncompliance with this Rule may result in a change in approval status in accordance with Rule 410-9-.02.

410-9-.09 Preceptor and Preceptorial Learning Activities. Amended.

(1) Definitions.

(a) The "preceptor" holds a valid Georgia license as a registered professional nurse, licensed practical nurse, or medical doctor, with a minimum of one year of clinical experience.

(b) "Preceptorial learning activities" refer to those clinical learning activities which are provided under the direct leadership and supervision of a preceptor.

(2) The preceptor shall be selected through the cooperative effort between the nursing faculty and the clinical affiliate representatives.

- (3) Preceptorial learning activities may be included in a curriculum when the following criteria are met:
- (a) Appropriate theory shall be coordinated with the preceptorial clinical experience.
 - (b) There shall be a written school policy for the selection, orientation, and utilization of clinical preceptors.
 - (c) The nursing education program shall maintain documentation which demonstrates that all nursing clinical preceptors meet requirements provided in Rule 410-9-.09.
 - (4) Prior to and throughout the preceptorial learning activities, faculty shall interact with preceptors, individually or in a group, to clarify roles, learning activities, and the critique/evaluation of student learning and progress.
 - (5) The preceptor/student ratio shall not exceed the ratio of one (1) preceptor to two (2) student practical nurses in the hospital, doctor's office, or clinics, or one (1) preceptor to four (4) student practical nurses in the nursing home.
 - (6) The preceptor may evaluate students' clinical performance after the students' initial assessments by the nursing program's faculty.
 - (7) The preceptor and students must have a readily available designated nursing faculty member who is responsible for the preceptor learning activities.
 - (8) The preceptorial learning activities must be scheduled on The Clinical Rotation Plan pursuant to Rule 410-9-.02(1)(d).
 - (9) There shall be written Clinical Learning Focus Objectives pursuant to Rule 410-9-.02(1)(c) for all preceptorial learning activities.

410-9-.10 Educational Facilities, Resources, and Practice Settings

- (1) The parent institution shall provide for and maintain facilities, resources, and services for the effective development and implementation of the nursing education program.
- (2) Classes, simulated settings, equipment, and supplies should facilitate the learning goals of the curriculum.
- (3) Adequate storage space, with security as appropriate, must be provided for supplies, equipment, and materials.
- (4) Comprehensive, current, and pertinent print, non-print and electronic learning resources must be available for faculty and student needs.
- (5) Office and meeting space, with appropriate furnishings and equipment, must be provided for the nurse administrator, faculty members, and staff.
- (6) Administrative personnel and support services must be available to meet the needs of faculty members and students.
- (7) The parent institution shall maintain a written agreement with any agency that provides educational facilities and resources for the nursing education program which delineates the responsibilities of all involved parties.
- (8) Any practice setting affiliating with a nursing education program must have documented approval by appropriate regulatory bodies (if applicable).
- (9) Any practice setting affiliating with a nursing education program must have available and appropriate personnel, facilities, and resources to enable collaborative planning, implementation, and evaluation of learning activities.
- (10) The parent institution shall maintain a written agreement with each practice setting in which actual, interactive learning activities occur that delineates the responsibilities of involved parties.

410-9-.10 School Requirements: Rules and Policies. Amended

- (1) School Rules:
 - (a) Theoretical class size shall be determined by the institution based on the number of faculty members, adequacy of clinical resources, availability of learning resources, and documented survey of need within a fifty (50) mile radius.
 - (b) The students' total scheduled instructional time for classroom and clinical experiences shall not exceed forty (40) hours per week.
 - (c) The nursing education program shall comply with the Occupational Safety and Health Administration's current guidelines for occupational exposure to blood-borne and airborne Pathogens. The policy shall be reviewed annually and revised as necessary in writing.
 - (d) The nursing education program shall have a policy regarding the use of social media by students and faculty in relation to patient privacy and care and federal guidelines.
 - (e) The practical nursing education program shall maintain an annualized licensing examination passing percentage rate of eighty percent (80%) or higher for the program's graduates on the initial examination as provided in Rules 410-9-.03 and 410-9-.04.
 - (f) A student shall be considered to have successfully completed a program when the student has satisfied all performance and learning objectives of an approved program and has met the institution's established graduation requirements.
 - (g) All nursing faculty and preceptors, if utilized, shall meet requirements as provided in Rules 410-9-.08 and 410-9-.09 before assuming duties in the program.
 - (h) The nursing program shall maintain nursing faculty meeting minutes of all decisions pertinent to the operation and revision of the program.
 - (i) Student clinical experience shall include all required health care areas provided in Rule 410-9-.07:
 - 1. Clinical experiences should be correlated with theoretical content;
 - 2. The clinical experience instructor student ratio shall not exceed a one (1) to ten (10) ratio;

3. At least three (3) licensed hospital or nursing home beds shall be available for every one (1) student practical nurse at any given time in a clinical affiliate;
 4. At least 40% of the total board required clinical experience hours must be obtained in the hospital setting.
- (j) A nursing program faculty member or a Board-approved preceptor shall be:
1. Present in the clinical facility to which students are assigned for direct patient care and be present on the unit;
 2. Responsible for the clinical instruction and supervision of the program's student practical nurses.
- (k) The program's instructors shall provide appropriate clinical focus objectives to each clinical affiliate prior to student assignment provided in Rule 410-9-.02(1)(c).
- (l) The Clinical Rotation Plan for student learning activities shall be provided to each affiliating clinical facility prior to student assignment provided in Rule 410-9-.02(1)(d).
- (2) School Policies:
- (a) Policies related to the practical nursing education program shall be published in a student handbook or catalogue; and
- (b) The policies set forth below shall be included:
1. Academic Standards. The academic standards policy shall include a clearly defined grading system for the program and a policy for course progression and graduation.
 2. Curriculum. The curriculum policy shall reflect the board's hourly and theoretical content and clinical experience area requirements provided in Rule 410-9-.07(5) as the minimum curriculum.
 3. Student Grievance. The student grievance policy shall define the authority chain which is to be followed for student grievances at the institution.
 4. Occupational Safety and Health Administration's Guidelines. The policy shall describe a plan for educating students on the Federal Occupational Safety and Health Administration's guidelines (O.S.H.A.) and the Centers for Disease Control's (C.D.C.) guidelines and any other regulations applicable to the safety of students and patients in the practice of nursing.
 5. Student Health. The student health policy shall include the health examinations and immunizations (as currently recommended by the Centers for Disease Control) required to ensure the health, safety, and welfare of students and patients prior to the beginning of student clinical experiences.

410-9-.11 Reports

- (1) Annually by July 1, each nursing program with enrolled students must provide the board with requested information pertaining to the time period between July 1 of the previous year and June 30 of the current year.
- (2) The board must receive written reports by a specified date for review at a designated board meeting. Reports include, but are not limited to: advance site visit information; program responses to site visit reports; offering of a nursing course(s) at an off-campus site prior to implementation; new tracks within an approved program; and development of major curricular or program changes prior to implementation.
- (3) A written explanation must be provided to the board by any eligible program without graduating students.

410-9-.11 Educational Facilities and Clinical Affiliates. Amended

- (1) Educational facilities, campus classrooms, nursing practice laboratory, and the library for the program shall be available to meet the objectives of the program and the needs of the students and faculty.
 - (a) The campus laboratory:
 1. Shall be separate or screened from the classroom(s).
 2. Shall contain sufficient equipment, supplies and resources (such as mannequins, models, textbooks, and audiovisual aids), to permit simulated nursing skill practice.
 3. Shall provide a secure location for syringes and needles.
 - (b) A library located at the instructional site shall:
 1. Provide texts, audiovisuals, and periodicals, to include practical nursing journals, no older than five (5) years, on the curriculum being taught.
 2. Make available to faculty and students a current copy of the Georgia Board of Examiners of Licensed Practical Nurses' Laws and Rules.
- (2) Clinical Affiliates.
 - (a) All clinical affiliates for a program shall be approved by the board prior to utilization for student experiences. The program shall submit the required materials as provided in Rule 410-9-.13(2)(c)(1).
 - (b) There shall be a written signed agreement between the program and each clinical affiliate which meets the following criteria:
 1. The agreement shall be annually reviewed and revised/renewed as necessary.
 2. The agreement shall ensure that the nursing faculty maintains the responsibility for the selection and supervision of student learning activities.

(c) The clinical facility's nursing service department shall maintain:

1. A written organizational chart which indicates a clear chain of command for nursing personnel.
2. A copy of current policies and procedures as they relate to the Licensed Practical Nurse shall be available to the board at site visits or as requested.

(d) An orientation shall be conducted for program faculty and each new group of students at the clinical facility.

410-9-.12 Development and Implementation of New Nursing Education Programs

(1) To obtain approval by the Board for the development of a new nursing education program, the chief administrative officer of a parent institution proposing the development and implementation of a new nursing education program must submit a letter of intent to the Board. The following information must be included:

(a) A completed application signed by the chief administrative officer of the parent institution;

(b) Documentation from the governing body granting permission to proceed with development of a nursing education program;

(c) A board-approved feasibility study, completed within one year of the date of the letter, which includes, but is not limited to: rationales for the establishment of the proposed nursing education program documenting an educational need which cannot be met by existing nursing education programs; financial resources; educational facilities and resources; faculty members; resources for electronic and simulated learning; and practice settings;

(d) Evidence of accreditation of the parent institution by the Southern Association of Colleges and Schools Commission on Colleges;

(e) A written plan for the recruitment and appointment of a qualified nurse administrator and faculty members to teach courses across the curriculum; and

(f) The nonrefundable, required fee which does not guarantee any approval status;

(g) Documentation of the appointment of a registered nurse, currently licensed in Georgia, with the nursing education and expertise necessary to develop and implement the proposed nursing education program and assess its outcomes;

(h) Documentation of projected revenue sources (federal, state, private, grants, gifts) and expenditures for five (5) fiscal years to support the development and implementation of the proposed nursing education program. The information must include, but is not limited to: appointment of sufficient qualified nursing faculty members (consistent with Rule 410-9-.05); appointment of administrative personnel and support services; and provision of print and non-print learning resources, academic support courses, and educational resources in compliance with Board rules;

(i) A written description for each practice setting proposed for learning activities with a letter of commitment from practice setting personnel to include the possible impact on existing, affiliating nursing programs; and

(j) A five-year timeline for the development and implementation of the nursing education program which includes cohorts of students and faculty members; and

(k) A proposed timeline for initiating and expanding the program.

(2) The nurse administrator and at least two (2) (full-time or part-time) faculty members with the nursing education and expertise necessary to develop and implement the nursing education program and assess its outcomes, must be appointed by the parent institution to submit the following materials for Board review at least twelve (12) months prior to the enrollment of students in the first nursing course(s):

(a) Faculty qualification records for the nurse administrator and faculty members;

(b) Program purpose or mission statement;

(c) Program philosophy/assumptions;

(d) Goals/outcomes of the curriculum;

(e) Written plan for the organization and development of the curriculum;

(f) Curriculum plan, consistent with Rule 410-9-.04, showing the placement, sequence, and credit distribution of all nursing and non-nursing courses;

(g) Syllabus for each nursing course to include the title, credit distribution, prerequisites and corequisite courses, goals/outcomes, and course outline;

(h) Plan for continuous quality assessment and improvement consistent with Rule 410-9-.03(8);

(i) Information specific to the nursing education program, including but not limited to, admissions, options for advanced placement, acceleration, part-time study, articulation, progression, graduation, health requirements, the potential for criminal background checks and expanded medical profiles, and appeals;

(j) A current financial report including expenditures to date consistent with Rule 410-9-.12(1)(h);

(k) A plan for the recruitment of students; and

(l) Current catalog and student handbook for the parent institution.

(m) Any substantive changes since the review of previous reports;

(n) Detailed information for each nursing course in the curriculum consistent with Rule 410-9-.04;

(o) Faculty qualification records for any new faculty members;

(p) A description of any additional practice setting(s) with a written commitment from practice setting representatives to include the possible impact on existing affiliating nursing programs; and

(q) An update on projected enrollment;

(3) Board representatives will conduct site visits to a developing nursing education program as necessary.

(4) Nursing education programs with Initial Approval are required to comply with all Board rules.

410-9-.12 Board Site Visits to Nursing Education Programs and Their Clinical Affiliates. Amended.

(1) Site visits to the practical nursing education program and clinical affiliates shall be conducted by board representatives to verify compliance with board laws and rules. All requested documentation shall be received by the Board prior to the site visit.

(2) Site visits are conducted:

(a) Initially and as needed for all new programs until the program achieves Full Approval status.

(b) To the new clinical affiliate(s) during the practical nursing education program's next routine visit.

(c) At the Board's discretion.

(d) Upon request from a program for a site visit or a visit by the board's nursing education consultant.

410-9-.13 Discontinuance of a Nursing Education Program

(1) The dean/director shall notify the Board in writing of the intent to discontinue a nursing education program at least one year prior to the discontinuance.

(2) The dean/director shall submit a written plan for discontinuance of the program to include the:

(a) Timetable;

(b) Plan for students to complete the course of study or transfer to an approved nursing education program; and

(c) Provision for permanent retention of student and graduate records.

(3) When a class is not admitted in a given year, the nursing education program must close unless approval has been granted by the Board based on the justification for continuation submitted to the Board.

(4) If a program is discontinued, the parent institution must provide for the completion of the course of study by all currently enrolled students either by continuing courses until those students have graduated, in accordance with 410-9-.02(5), or by transferring them to an approved nursing education program. Prior to the transfer of students, the parent institution must negotiate a written agreement, which delineates all responsibilities assumed by the participating parties. It must be signed by the respective administrative officers and submitted to the Board of Nursing for its review upon request.

(5) The parent institution is responsible for providing for the permanent retention and security of student and graduate records.

(6) If the parent institution also closes, advice should be sought from the Board concerning the permanent safekeeping and availability of records of the nursing education program.

410-9-.13 Reports and Records. Amended.

(1) Reports and records shall be required of each practical nursing education program for documentation of compliance with applicable Georgia law and Board rules.

(2) Reports submitted to the Board from schools by the practical nursing education program's nurse director shall include the following reports:

(a) An Annual Report form and requested documentation shall be submitted each year which covers the previous calendar year and shall include:

1. General information on the program including, but not limited to name, addresses, telephone and fax numbers, email address and information regarding the program administrator.

2. Data on instructor student clinical ratios to include a current "Nursing Faculty Preceptor Summary Sheet," and nursing faculty summary for all nursing faculty and all preceptors.

3. Data on clinical sites utilized and contract dates.

4. Data on program enrollments, withdrawals, and graduates.

5. Data on the program's course offerings to include a current "Master Curriculum Plan" provided to Rule 410-9-.02(1)(f).

6. A description of anticipated program changes for the coming year.

(b) Any corrections to the Annualized Licensing Examination Passing Percentage Rate Report shall be returned to the board within ten (10) working days of receipt of the initial report. Proof of the correction such as copy(ies) of previous NCLEX-PN Scores Report(s) shall be provided to verify the erroneous information.

(c) Site Visit Report Materials shall include the following forms:

1. The Clinical Facility Information Sheet shall provide a complete listing of all clinical affiliates and basic information on each facility. The sheet is also submitted whenever there is a change in clinical facilities.

2. The Clinical Facility Self-Study Report shall be completed by the Director of Nursing Services or appropriate management at the clinical affiliate and shall be submitted to the board.

(d) The Nursing Faculty Summary Sheet shall be submitted to the board by the program director as a listing of all full time and part time nursing employees of the program and all preceptors.

(e) The Nursing Faculty Qualification Record shall be completed by each nursing faculty member. Each preceptor shall complete a Preceptor Qualification Record.

1. The Nursing Faculty Qualification Record shall include secondary education, nursing licenses in other states, date of original licensure, and evidence of current Georgia licensure as a registered nurse.

2. A complete listing of all nursing employment for the seven (7) years preceding the date of submission of Nursing Faculty Qualification Record.

(f) The Practical Nursing Program Site Visit Response shall address the board's recommendations and shall be submitted to the Board within six (6) weeks after the program's receipt of the Site Visit Report. The Practical Nursing Program Site Visit Response shall include the program's plan to correct the deficiencies cited in the Site Visit Report.

(g) The Practical Nursing Program Self-Evaluation Report shall be submitted to the Board each time the program's Annualized Licensing Examination Passing Percentage Report falls below the eighty percent (80%) level for its graduates on the initial examination.

1. The Practical Nursing Program Self-Evaluation Report shall be received by the board within six (6) weeks of the program's receipt of the Final Annualized Licensing Examination Passing Percentage Report.

2. The Practical Nursing Program Self-Evaluation Report shall address the areas of: admission and grading requirements; curriculum sequencing; course materials development dates and reference materials publication dates; testing practices; practical nursing review course and/or test-taking strategies offerings to students; correlation of clinical experiences with appropriate theory.

(h) Proposed Program Change Notifications are to be submitted to the board within thirty (30) days as provided in Rule 410-9-14.

(3) Reports to Schools from the Board. The program's Annualized Licensing Examination Passing Percentage Report is prepared by the board's nursing education consultant and covers the calendar year from January 1st through December 31st of the preceding year.

(4) Program Records.

(a) The practical nursing education program shall make available upon request, all program policies as provided in Rule 410-9-10.

(b) Current agreements with all clinical affiliates shall be maintained.

(c) Nursing Faculty Meeting Minutes shall be made available upon request.

(d) The practical nursing education program's Advisory Committee Meeting Minutes shall be made available upon request.

(e) Program evaluations shall include:

1. Evaluations of the course, faculty, and clinical facilities completed by the students each semester.

2. Annual evaluations of the program by the program's graduates.

(f) Annual statistics on the program's enrollments, withdrawals, and graduates.

(g) The program's curriculum materials shall include:

1. The Program's Master Curriculum Plan for each class currently enrolled.

2. All course materials for each curriculum offering. This shall include, but not be limited to, lesson plans, handouts, student clinical evaluation tools, texts/references list, and a clinical experience facilities listing.

3. The program's Master Clinical Rotation Plan and each course's Clinical Rotation Plan for each class currently enrolled.

(5) Student records. Students currently enrolled shall have a file which includes, but not limited to, admission materials, documentation of theoretical and clinical progression in the program's curriculum plan, and health records.

(6) Final program transcript. Transcripts shall identify each course in the curriculum plan, include the earned grades and explain the grading system, and state the theoretical and clinical hours the student was present for each course.

410-9-14 Program Changes Requiring Board Approval and Board Notification and Procedures for Approval. Amended

(1) The following proposed changes in the practical nursing education program require board approval prior to their implementation. The program shall electronically submit the information to the board at least four (4) weeks prior to the board meeting at which the changes will be considered.

(a) The addition of new clinical facility(ies) for actual student patient care experience. The following materials must be submitted:

1. A revised Clinical Facilities Information Sheet as provided in Rule 410-9-13.

2. A Clinical Facility Self Study Report as provided in Rule 410-9-13.

3. A copy of the current signed contract between the proposed clinical affiliate(s) and the program's sponsoring agency.

4. The Clinical Learning Focus Objectives for the experience for the proposed facility(ies) as provided in Rule 410-9-.02(1)(d).

5. The Clinical Rotation Plan which demonstrates student assignment at the proposed facility(ies) as provided in Rule 410-9-.02(1)(e).

6. A description of student supervision at the facility. If new nursing faculty or preceptors are to be utilized, submit an updated Nursing Faculty Summary Sheet and Nursing Faculty Qualification Record(s), Preceptor Summary Sheet and Preceptor Qualification Record as provided in Rule 410-9-13.

~~(2) The following changes in the practical nursing education program may be implemented by the program, but require board notification within thirty (30) days of the implementation. Practical Nursing Education Program name change requires the former name, new name, and effective date.~~

410-9-.15 Guidelines for Discontinuance of a Nursing Education Program. Amended.

~~(1) After the notification to the board of intent to discontinue the practical nursing education program, the school may not admit new students.~~

~~(2) The program shall continue to meet the standards for approval until all of the enrolled students have graduated.~~

~~(3) An institution closing a practical nursing education program shall provide for permanent storage of the transcripts of its graduates and the name, title, department, and address of who is responsible for keeping the records shall be conveyed to the board in writing.~~

There being no further business, the meeting adjourned on Thursday, July 21, 2016 at 5:10 p.m.

FRIDAY, JULY 22, 2016

Brenda Rowe, RN, MN, JD, President
Kellie Lockwood, RN, MSN, Vice President
Nancy Barton, RN, MSN
Dellarie Shilling, RN, DNP, FNP-BC
Tina Fletcher, LPN
Amy Hooper, LPN
Blair Train, Consumer Member
Merry Fort, RN
Janice Izlar RN, CRNA, DNAP
Andrea Phipps, LPN
Tracey Blalock, RN, MSN, MBA, NEA-BC

MEMBERS ABSENT

Julia Worthy, RN, MSN
Linda Floyd, RN, EdD, PMHNP-BC

STAFF PRESENT

Jim Cleghorn, Executive Director
Kirsten Daughdril, JD, Assistant Attorney General
Andrew Turnage, Executive Director, Trades 2

VISITORS PRESENT

Sherry Sims Richard Lamphier Chris Joyner Pat Horton Candice Broce
Lisa Durden

Rowe called the meeting to order at 8:30 a.m. on Friday, July 22, 2016. A quorum to conduct disciplinary matters was present.

PERSONAL APPEARANCES

(RNI=Registered Nurse Investigative Case Number, LPNI=Licensed Practical Nurse Investigative Case Number)

RNI160785 – Shilling moved to refer to the Attorney General’s Office for a public reprimand to include three (3) years probation, quarterly reports (personal, employer) and work setting restrictions. Fort seconded the motion and it carried unanimously.

LPNI160209 – Phipps moved to refer to the Attorney General’s Office for a hearing or to issue an amended consent agreement to include the removal of psychotherapy and the weaning language with all other terms remaining the same. Hooper seconded the motion and it carried unanimously.

RNI170001 – Fort moved to grant the waiver. Shilling seconded the motion and it carried unanimously.

ELECTION OF OFFICERS

Rowe discussed O.C.G.A. §43-26-4(d) and the possibility of adding the office of Immediate Past President. By consensus, it was agreed that Rowe would fill the office of Immediate Past President and Lockwood would fill the office of Immediate Past Vice President.

Phipps moved to nominate Izlar for President, Fort seconded the motion and it carried unanimously.

Shilling moved to nominate Hooper for Vice President, Phipps seconded the motion and it carried unanimously.

DISCUSSION OF JULY 21, 2016 STAKEHOLDER MEETING

Rowe discussed the July 21, 2016 Stakeholder meeting and noted that the purpose of the meeting was to hear what stakeholders had to say. Board members believed that stakeholder feedback regarding the replacement of Cleghorn was clear and that stakeholders believed the Board should work with the Secretary of State to abandon the plan to replace Cleghorn as executive director. Members noted that stakeholders also encouraged the Board to seek an organizational structure where the Board could function effectively and efficiently.

Lockwood stated that she believed a plan for cross training was appropriate but that it should be clear that cross training was not replacement. She discussed the need to definitively determine what route the Board wanted to take regarding being an independent agency.

Shilling discussed the lack of communication from the Secretary of State's Office. Lockwood noted that the time was right to seek a legislative change in the administrative structure of the Board.

Barton agreed that it was important to engage in dialogue with the Secretary of State regarding cross training. Shilling reiterated that cross training was not replacement. Barton expressed concern about the lack of communication and collaboration with the Secretary of State.

Rowe referenced the September 2014 Rationale for Change in Board Structure that members drafted. Hooper noted that the July 21, 2016 meeting made it extremely apparent to stakeholders that there was a lack of communication between the Secretary of State's Office and the Board.

Rowe invited comments from visitors regarding the stakeholder meeting. Lamphier stated that the Georgia Nurses Association was in full support of the Board and its decision. He requested additional information regarding the Board's authority to approve the selection of a qualified candidate to serve as executive director. Lamphier noted that he believed that it was clear to stakeholders that there was a lack of communication between the Secretary of State's Office and the Board. He reiterated that the Georgia Nurses Association was in full support of the Board and its decisions and offered the association's assistance to the Board.

Rowe clarified to Lamphier that the Board was only interested in cross training not replacement. She noted that the Board would have a discussion regarding seeking a formal opinion from the Attorney General's Office to obtain clarification of the implications of the Board's authority to approve the selection of a qualified executive director. Fort questioned if Lamphier was speaking on behalf of the Georgia Nurses Association. Lamphier stated that he was speaking on behalf of the Association and Rowe thanked the Association for its full support.

Board members discussed requesting a formal opinion from the Attorney General's Office regarding O.C.G.A. §43-26-5(17). Daughdril explained that a formal opinion would be vetted by the Attorney General and would be binding. Train moved to request a formal opinion from the Attorney General's Office regarding O.C.G.A. §43-26-5(17). Phipps seconded the motion and it carried unanimously.

Rowe stated that she had continually explained to stakeholders that the Board wanted to hear what they had to say and allow them to have a voice in the process. She noted that stakeholders presented a very clear message during the July 21, 2016 meeting. Rowe noted that since Board members were appointed by the Governor, she believed the Board should submit formal communication to Governor Deal advising him of the recent events and the actions taken by the Board. Izlar stated that she had drafted a letter but would like to obtain Board input. Rowe, Barton and Train agreed to review the correspondence before disseminating to all board members and submitting it to Governor Deal.

Board members discussed the need for a definitive plan regarding what type of administrative structure the Board is seeking. Lockwood agreed to chair a committee consisting of Shilling, Hooper, Fort and Izlar to determine the best structure to allow the Board to carry out its statutory mission in an efficient and effective manner. Rowe noted that the Board needed to send formal communication to the Secretary of State advising him of its plan. She noted that stakeholders would also need to be notified of the outcome of the meeting. Rowe stated that the Board should draft communication to stakeholders and request that the correspondence be placed on its website. Lamphier questioned if stakeholders would be able to continue participating in discussions. Board members readily agreed that stakeholder involvement and collaboration was essential.

NURSE PRACTICE COMMITTEE

The Board reviewed the proposed charges for the August 4, 2016 Nurse Practice Committee meeting.

CONTINUING COMPETENCY REQUIREMENTS

The Board reviewed Option Two of the continuing competency requirements and discussed what process would be necessary to add other certifications to the list of approved certifying bodies. Barton agreed to work with Cleghorn to provide a proposal to the Board.

The Board reviewed the Continuing Competency Form used in Option Four to determine if the form should require notarization. No change was made to the form or the existing process.

PEER REVIEWERS

The Board reviewed the list of proposed peer reviewers and discussed the process for selecting peer reviewers. By consensus, the complete list of peer reviewers was approved.

PROPOSED ALTERNATIVE TO DISCIPLINE PROGRAM

Lamphier provided a brief update on the work completed by the Georgia Nurses Association to develop a proposal for an alternative to discipline program. He noted that the Association was working with Birchwood Counseling to provide video services to ensure coverage across the state. Lamphier explained that participants would still be required to attend at least one in person meeting every other week. He stated that the Association was applying for a \$300,000 grant. Fort noted that she was working with Sims to develop a proposed budget for the program. Sims provided information regarding Affinity Solutions and its monitoring programs.

MISCELLANEOUS

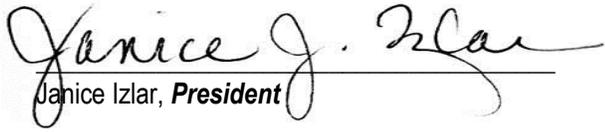
Rowe provided information to the Board regarding the invitation to speak at the Doctoral Symposium held at Georgia State University on November 13, 2016. The event will focus on policy issues. Shilling agreed to attend the event on behalf of the Board.

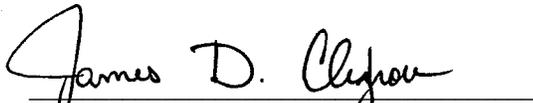
Rowe invited Board members to provide information regarding items they would like to see in a new organizational structure. Board members compiled the following list:

- Budgetary management
- Ability to hire and set the salary of the executive director
- Ability to make decisions regarding technology platforms used in day to day operations
- Ability to communicate with stakeholders without having to request permission
- Call center management
- Flexibility regarding resources

Rowe stated that she would draft the correspondence to Secretary Kemp advising him of the Board's discussion. Izlar stated that she would draft the correspondence to Governor Deal advising him of the Board's discussion and actions. Shilling and Barton noted that the Board's correspondence to stakeholders should be sent to all licensees. Rowe explained that the Board would have to request that the Secretary of State's Office email the correspondence to licensees and noted that previous requests had been denied. Barton agreed to draft a one page update to the Rationale for Change and Train and Lockwood will review the draft.

There being no further business, the meeting adjourned Friday, July 22, 2016 at 11:31 a.m.


Janice Izlar, **President**


James D. Cleghorn, **Executive Director**

Appendix A – Board Response to Rationale for Change in Executive Director

We thank all of you for being so involved in this very critical decision made by the Secretary of State to replace our Executive Director. We at the Board are not interested in keeping the “status quo” by simply keeping our current Executive Director, as Secretary Kemp stated in his letter. Keeping the status quo is something our executive director and board has worked against for the past 6 years. Secretary Kemp has mentioned “the Board has greatly improved application processing times and customer service, and it does a much better job of processing complaints”. These positive changes ~~forward~~ occurred because of Mr. Cleghorn’s valuable input and the board’s push for continued improvement. Since Mr. Cleghorn was hired this board has never desired to keep the “status quo”, just the opposite, as the SOS’s office is very aware because of the many conversations originating from the Board to that office regarding the need for positive and progressive changes in Board operations.

When Mr. Cleghorn was hired to become the Executive Director of the Board of Nursing the board was in need of the help of an administrative professional, as Secretary Kemp states all executive directors are administrative professionals. His expertise as an administrative professional was just the beginning, Mr. Cleghorn has worked diligently for 6 years to become an expert in the field of nursing regulation that involves 4 individual areas: education, licensure, practice and discipline.

Mr. Cleghorn does not have a nursing license, but, as part of his leadership he has chosen to become an expert in nursing regulation. This is far and above the responsibilities listed by Secretary Kemp for executive directors as administrative professionals. But this is the over and above leadership needed by your GA Board of Nursing to continue making positive changes for the safety of the citizens of Georgia.

Our stakeholders value Mr. Cleghorn because he has become an expert in nursing regulation. Nursing leaders and educators from across the state frequently contact him with questions in these areas.

Prior to his leadership the State of Georgia had little input into the National Council of State Boards of Nursing. Now at the national level Georgia is represented on the Board of Directors of the National Council of States Boards of Nursing (NSCBN) by Mr. Cleghorn, because of his expertise in nursing regulation. To remove an Executive Director of this caliber who represents our state to such an advantage would be a tragedy. His diligent study of nursing regulation is not an accomplishment you obtain in 6 months.

The other thirty boards under the Secretary Of State who suffered no negative impact with the changing of 5 executive directors did not have 78 nursing education programs operating in Georgia or over 158,000 licensees and 11,000 APRN authorizations that require oversight and regulation.

The responsibilities of the executive director for the board of nursing extend far beyond the duties listed by Secretary Kemp in his letter for an administrative professional. We are extremely fortunate to have a current dedicated individual in this position.

The Board appreciates the need to cross train executive directors, and we are willing to work for cross training for our executive director. We welcome Mr. Turnage periodically working with the GBON staff to learn about the board and to work 6 months with our current Executive Director if the SOS feels this is an appropriate time frame for exposure to the specialized knowledge that would be needed.

But we do not agree that a permanent change is needed to complete competent cross training.

By the very definition of cross training, once you remove the successful leader, the replacement should be ready to assume all activities. It has taken Mr. Cleghorn 6 years to become the successful leader, to replace him with someone with 6 months cross training is asking the impossible. The letter from Secretary Kemp states “ it is not as though he(Mr. Turnage), will have to go it alone. The current staff of twenty-nine individuals including licensure analysts, complaint and comppliance analysts, call center agents, investigators and administrative support will remain in place” This statement gives the impression the SOS is very aware the new

executive director, however capable, will not be able to effectively replace the current Executive Director. The staff look to the executive director for guidance, not the other way around!

We respectfully ask that you cross train for the unexpected situation that may occur, but do not replace a very capable, competent successful executive director.

Appendix B – Letter from Secretary Kemp

Dear Georgia Nurse,

In June, my office announced a reassignment of executive directors at the Professional Licensing Boards Division in Macon. The change was intended to ensure institutional knowledge regarding the Georgia Board of Nursing is shared by several staff members in my office in case a sitting executive director ever chose not to, or could not, continue in their position with my office.

My goal as Secretary of State is to provide the best customer service possible for Georgia's nurses as well as every other profession licensed under my office. This change was intended to further that goal. However, after meeting with the Georgia Nurses Association and hearing the concerns of nurses that work in the healthcare industry around our state, I have decided to revisit my decision.

Because the Nursing Education Consultant position is currently vacant, it is not the best time to make this change. Although the executive director will be reassigned in the future, I think it is best to wait until 2017 to begin the transition process. Under this plan, the transition period will conclude with a new executive director in August 2017. Waiting these months will ensure a new Nursing Education Consultant can be hired and trained before a new executive director is brought in.

Georgia's nurses serve our state every day with little recognition of the great impact they have on our communities. You care for our children, aid our parents and grandparents as they age, and show compassion to all of us when we are ill. I appreciate the calling you have to your profession, and I want to assure you that the Secretary of State's office will work to honor your effort with providing exceptional service for your profession.

I appreciate the dialogue I have had with nurses and nursing groups over the last few weeks, and I look forward to continued cooperation over the coming months. If you ever need any assistance or if I can be of service to you in any way, please contact the Professional Licensing Division in Macon at 478-207-2440 or my office in Atlanta at 404-656-2881.

Sincerely,

Brian P. Kemp
Georgia Secretary of State



The Office of Secretary of State

Brian P. Kemp
SECRETARY OF STATE

Lisa W. Durdan
DIRECTOR
PROFESSIONAL LICENSING BOARDS

July 21, 2016

SOS assistance to the BON under Secretary of State Brian P. Kemp's leadership:

Legislation Assistance:

- HB332 -Combined LPN and RN Boards passed in 2014
- HB315 - Mandatory Reporting –passed in 2013; became effective July 1, 2014
- Continuing Education Legislation – passed in 2013
- APRN legislation (2016) – hasn't passed yet

Implementation of Mandatory Reporting July 1, 2014

- \$670,468 allocated by the General Assembly for this project
- 9 New positions hired (4 additional complaints/compliance analysts, 2 additional nursing discipline consultants, 3 investigators)
- New computers purchased for the new staff
- Equipment for investigators

Intake Improvements:

- In 2014, Andrew Turnage was hired as new Intake Director. Under his direction, the intake processing times reduced from 20-21 business days to 1-2 business days.

Renewals:

- In 2013, we began mailing barcoded Affidavit forms to RN and LPNS with upcoming renewals to help expedite their renewal processing times. This greatly improved renewal processing times while we were obtaining those required documents.
- Staff works diligently on outreach efforts to ensure licensees are notified regarding upcoming renewals. Multiple email reminders and postcards are sent to licensees without email addresses. Also, prior to each renewal stakeholders are notified and asked to share with their memberships/interested parties in an effort to reach Georgia nurses to ensure they renew their licenses prior to the expiration date.
- Prior to the 2016 renewals, staff worked with CE Broker on an Agreement for their services so they can process CE documents for the Board. Board staff was in constant contact with them to assist licensees and obtain CE documentation for renewals.

IT improvements:

- In 2014, New Kofax scanners and new Kofax software was purchased for Intake to replace outdated machines and software.
- New server and network equipment was purchased to replace aging machines and improve our network security.

- We also partnered with the City of Macon/Bibb County to connect to their fiber optic network for a better digital pipeline between Macon and Atlanta. This also improved service for Epiware for Board packets as we were able to move it to a new server.
- New wireless Internet service for the public has been made available for PLB. This eliminated IP address issues that caused connectivity issues at times.
- In 2013, NURSYS partnered with System Automation to conduct the nursing survey through the nursing renewal so the information could be provided to NURSYS. These survey results were provided to NURSYS by SOS IT staff through direction and assistance from System Automation. This data is extracted daily, and SOS IT staff is still involved in that process.
- In February 2016, our MLO licensing system was upgraded to the newest version. This upgrade was carefully orchestrated by SOS IT and Management. Because of the careful planning and coordination with our vendor, our systems experienced minimal downtime during business hours. Most functionality was immediately available following the brief down period of Thursday, February 25 – Saturday, February 27, 2016.
- Currently, SOS IT and PLB Management is working with System Automation on re-engineering MLO services to make the online functionality more user friendly and to increase online options for our customers.
- SOS IT and PLB Executive Directors are working with Intellinet to roll out a new Sharepoint system which is a Microsoft product to replace Epiware. This new product has a work flow component and other features that Epiware does not have and will be more user friendly for PLB staff and board members. This system should help streamline review and processing of applications and complaints for board members, investigators, and PLB staff.

Call Center:

- In 2015, five (5) Call Center agents were hired to be dedicated to nursing calls.
- Ongoing training has been provided by the Executive Director and Call Center Manager.
- Random calls are monitored to ensure quality customer service is provided.
- In 2014, a new Call Center platform was provided for PLB which included improved messaging features. Following that successful launch came a new ticketing system which has better reporting features like the one seen below with the FY2016 Call Center stats for PLB and the dedicated nursing portion:

FY2016	Offered	Answered	Abandoned	Avg. Speed of Answer	Avg. Handle Time	Percentage Abandoned	Avg. Queue Time	Max. Queue Time
PLB	258,593	215,984	42,609	0:04:21	0:04:41	16%	0:04:00	2:50:42
PLB-Nursing	93,500	85,042	8,458	0:02:44	0:03:36	9%	0:02:43	0:49:38
Call Center Totals	352,093	301,026	51,067	0:03:33	0:04:09	15%	0:03:22	1:50:10

Outreach:

- Staff works with the BON on their quarterly magazine, The Georgian Nurse, which is sent to every licensed nurse in Georgia. Past issues have included information with step by step instructions for renewing a license and submitting required documents.

- Staff also update the nursing page of the website as needed to provide nurses with current information concerning licensure, renewals, continuing education, and other nursing related topics.

Currently, new applications for nursing licenses receive their initial review within 3-5 business days. During the 2016 RN renewal period, renewal applications with no issues were processed on an average of 1–2 business days. Because of our improved systems, 98% of this RN population were able to renew their licenses online.

Stats:

PLB staff the following Board meetings in FY2016: 25 full board meetings and 22 Investigative Committee Meetings

Cease & Desist Orders issued in FY2016: 1

Board Orders Issued in FY2016: 777 (Public Orders (328); Private Orders (449))

Number of Licensees as of July 11, 2016:

Licensed Practical Nurse	33,461
Advanced Practice - CRNA1,	861
Advanced Practice – CNM	498
Advanced Practice – NP	8,286
Advanced Practice - CNS/PMH	252
Advanced Practice – CNS	145
Registered Professional Nurse	125,007
Licensed Undergraduate Nurse	4

	Applications Rec'd		Licenses Issued		Complaints Rec'd	
	LPNs	RNs	LPNs	RNs	LPNs	RNs
FY2010	2400	7670	2184	7032	355	858
FY2011	2634	8887	2186	7515	218	528
FY2012	2266	9856	1614	7998	95	405
FY2013	2104	10,908	1787	8784	103	410
FY2014	2577	12,220	1707	9180	141	767
FY2015	2222	12,919	1779	11,173	525	1234
FY2016	2462	13,202	1814	11,332	369	1475

Nursing Consultant Positions:

- In an effort to recruit quality applicants for the positions, the nursing discipline consultant starting salaries were increased from \$45,000 to \$55,000 when those positions were posted in 2014. The Nursing Education Consultant starting salary was increased from \$55,000 to \$75,000. Currently, all nursing consultant positions are filled with the exception of the nursing education consultant position which was recently vacated on July 8, 2016. That position has been posted and we are taking resumes and plan to begin interviewing candidates around the first week of August.

Appendix D – Correspondence from Georgia Association of Nursing Deans and Directors

Brian Kemp
Secretary of State
214 State Capitol
Atlanta, GA 30334

Dear Secretary Kemp,

The Georgia Association of Nursing Deans and Directors joins with the Georgia Board of Nursing, the Georgia Nurses Association, the Georgia Nursing Leadership Coalition, and the Georgia Organization of Nurse Leaders in expressing disapproval for the change in executive leadership at the Board of Nursing. Mr. Cleghorn's position as Executive Director with the Board of Nursing over the past six years has been exemplary. Most importantly, he has immersed himself in understanding the rules and regulations associated with nursing licensure in Georgia and he has been a voice and advocate for policy decisions. His years of leadership led him to serve in an elected position on the Board of Directors for the National Council of State Boards of Nursing (NCSBN). His service on this Board has been instrumental in placing Georgia nurses at the pulse of information associated national decisions affecting licensure. He facilitated test item writing workshops conducted by the NCSBN for nursing faculty throughout the state. Mr. Cleghorn is also part of the ongoing development of Compact Licensure within the state of Georgia. His dedication to his position is evident in his thorough understanding of the Board's rules and regulations regarding licensure, practice, education, and the discipline; the four pillars of the Board of Nursing. He is dedicated to the fundamental mission of the Board which is protection of the citizens of Georgia.

While Mr. Cleghorn may have arrived to the Executive Director (ED) position with minimal background experience associated with nursing licensure, he was mentored by a longstanding nursing education consultant on the board, Julia Gould. Through her tutelage and support he was able to achieve great strides for the 157,000+ licensees in Georgia. This abrupt decision to change the Executive Director comes at a time with the current nursing education consultant (NEC), Dr. Sheila Garland, is leaving her position. The NEC has responsibility for monitoring over 70 nursing education programs in the state of Georgia. Several of these programs are in developmental stages and will require official visits by the NEC prior to admitting students. Bringing in a new ED at this time to learn, make decisions, and act on policies is far from beneficial to the incoming named ED and many would consider disadvantageous to nurses and the public.

The Georgia Association of Nursing Deans and Directors join our professional colleagues throughout the state in unanimously opposing this personnel change at this time.

Sincerely,
Members of the GANDD Board
Dr. Celia Hay, RN
Dr. Linda Streit, RN
Dr. Dina Hewett, RN

Appendix E – Statement from Marcus Downs, CEO, Georgia Nurses Association



Aimee Manion, DNP, RN-BC, NEA-BC
President

Marcus W. Downs
Chief Executive Officer

July 21, 2016

Ms. Brenda Rowe
President, Georgia Board of Nursing

Dear Ms. Rowe,

I offer these comments on behalf of the Georgia Nurses Association (GNA) in my professional capacity as their Chief Executive. The GNA represents nursing professionals throughout the state in areas ranging from practice to academia. It is our goal to provide an unbiased consensus summary of the opinions of nurses around our state. We do this by seeking their individual and organized opinions through a myriad of resources designed to allow us to receive their feedback in real time.

The GNA appreciates the information provided to nursing stakeholders by the Georgia Board of Nursing on June 27, 2016. We support the concerns raised by the Board. We would like to highlight and further clarify GNA's concerns. First, GNA is concerned with the interruption of stability that this proposal invites. The reassignment of Mr. Cleghorn comes at a time sensitive juncture for the Board. After having accepted the resignation of Dr. Garland from the Nursing Education Consultant position, the Board will not have anyone on staff to assist with the responsibilities of reviewing annual reports, visiting schools, and analyzing and directing developing and continuing education programs. Next, the service that Mr. Cleghorn has provided the state of Georgia has been exemplary and has provided Georgia with national recognition. Mr. Cleghorn was elected as the Area III Director for the National Council of State Boards of Nursing. He has also done an outstanding job in improving application processing times and customer service. He has shown the ability to learn this role and has demonstrated his fitness by functioning at a high level of competency.

In the June 27 communique, the GBON respectfully requested that Secretary Kemp consider an alternative plan to allow a mutually satisfactory outcome. Again, GNA is in agreement with that request. The Secretary of State's office offered an alternative proposal on June 29, 2016. This proposal offered a six-month transitional period for Mr. Cleghorn to advise and train the proposed Executive Director, Andrew Turnage. Additionally, this proposal promises that the current staff of twenty-nine individuals ranging from licensure analysts, complaint and compliance analyst and call center agents and investigators will remain in place. GNA recognizes this effort as a significant departure from what was initially reported in terms of an immediate transition. We are grateful that Secretary Kemp favorably received the comments presented in his meeting with GNA and other nursing stakeholders and took immediate action to address some of the concerns presented to him.

While GNA has expressed its concerns in agreement with the Board and other nursing stakeholders, we also want to demonstrate our commitment to being an organization that works to identify solutions when challenges arise within the nursing community. Therefore, GNA has offered the following to the Secretary of State's office for future consideration. GNA has offered and used its resources to notify nursing professionals about the Nursing Education Consultant position. Our goal is to help drive

qualified candidates to the Secretary of State's office to apply for the Nursing Education Consultant position. Historically, it has been very difficult to fill this role and we are unsure whether the nursing community has ever asked to be involved in assisting. GNA wants to ensure that we have been proactive in helping identify strong, experienced, and committed candidates to serve the state.

Additionally, the GNA wants to reiterate that it does not have concerns over Mr. Turnage's ability as a professional to serve in this capacity but reiterates the challenge accompanied by the timing and communication of this decision. To address this issue the GNA is asking to work with the Secretary's office to improve communications with the nursing profession. GNA would like to provide opportunities to the Secretary to meet, inform, explain, and converse about decisions made at the agency. The nursing community is the ideal group to share concerns about what is taking place as it relates to licensure and how it affects Georgian's to have access to healthcare. It is our sincere hope that as communication is increased and made more transparent, we may be able to avoid challenges such as this one we are discussing today.

As for the selection of the next Executive Director, we are respectfully requesting that Secretary Kemp invite the nursing community to participate in conversations that have such significant gravity.

Thank you so much for allowing the presentation of these comments.

Respectfully submitted,



Marcus W. Downs
Executive Director
Georgia Nurses Association

Appendix F – Statement from Mary Gullatte

Madam President Rowe and Member of the Board and Representative from the Sec of State's office:

I am a Georgia citizen and voter, USAF veteran, a nurse scientist, educator, administrator, and most importantly a care-provider for the citizens of our State in need of healthcare. I ask the SOS office: What is the win to disrupt a growing professional board engaged in rapid cycle improvements so needed for the safety and security of the citizens of Georgia where we need to put the PEOPLE before the POLITICS?

The position of Executive Director of the Board of Nursing serves as the lynchpin and stabilizing force around nursing policy, rules, and regulations and supporting our charge of Practice, Discipline, Education and Licensure; in collaboration with the Board President and members.

I'm in full support of the Georgia BoN not to remove our current Exec Director Mr. Cleghorn at this pivotal point in our profession in the state of Georgia. We support cross training not replacement. Although it is appreciated that the SOS revisited his decision for the second time transition date was expanded for one year; I want to state that it is unacceptable for Secretary Kemp to make such a critical decision that can affect the safety of our citizens receiving healthcare in our state and impacts the profession and without consultation of the professional nursing board.

I hope that the SOS will take a giant step back and leave Mr. Cleghorn in his position not as a temporary measure but as a commitment to the safety and security for the Citizens of Georgia to protect their health and support healing.

Thank you,

Mary Gullatte, PhD, RN, ANP-BC, AOCN, FAAN