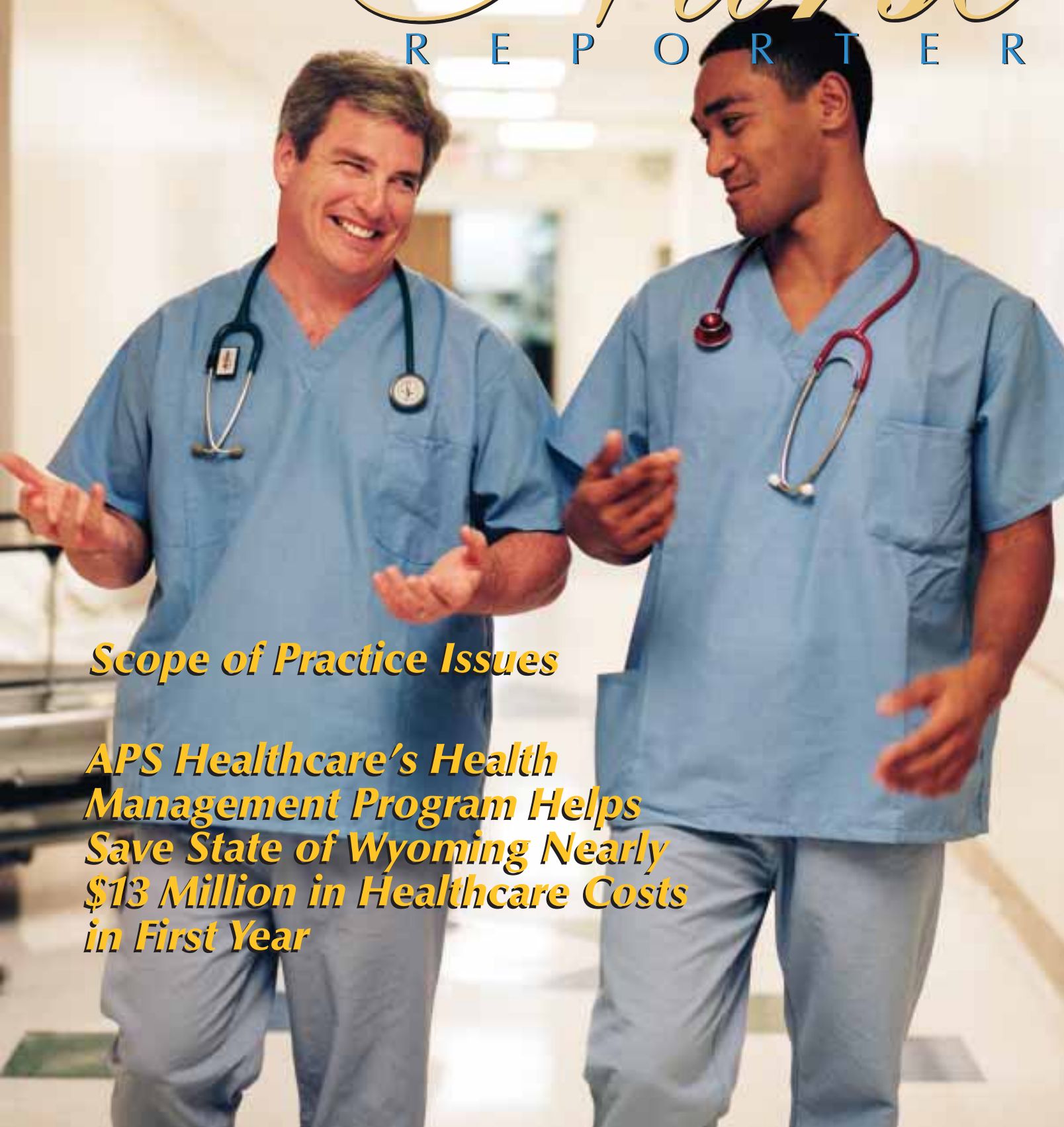


WYOMING

Fall 2006

VOL. 2 NUMBER 3

Nurse REPORTER



Scope of Practice Issues

*APS Healthcare's Health
Management Program Helps
Save State of Wyoming Nearly
\$13 Million in Healthcare Costs
in First Year*



Cheyenne Regional Medical Center

It's a New Day!



Cheyenne Regional Medical Center is moving forward—and we invite you to join us.

Cheyenne Regional Medical Center (formerly United Medical Center) is a 206-bed premier regional healthcare system. We're focused on moving forward—to meet the growing healthcare needs of a region that stretches across Wyoming and into western Nebraska and northern Colorado.

We offer our nurses:

Relationship Based Care

- Cheyenne Regional Medical Center believes that Relationship Based Care benefits both the patients and caregivers.
- Leaders and staff from all disciplines work with a high degree of collaboration and a sense of ownership and accountability for relationships and outcomes.
- A healthy work environment supports professional growth, staff empowerment and teamwork.

A Great Work Environment

- Competitive Pay
- Education Assistance
- Relocation/Sign-on Bonus
- Excellent Benefits

A Great Place to Live

- Cheyenne offers a low crime rate, affordable housing and access to many amenities and opportunities:
 - Site of F.E. Warren Air Force Base and Laramie County Community College
 - 90 miles north of Denver, Colorado
 - 45 miles from Laramie—home of the University of Wyoming
 - 30 miles from Medicine Bow National Forest

Come join us as we move ahead!

(307) 633-7639 or (888) 967-5862

FAX (307) 432-3178 • 214 E. 23rd St., Cheyenne, WY 82001

www.crmcwy.org

WYOMING

Nurse

Fall 2006
VOL. 2 NUMBER 3



Published by the
Wyoming State Board of Nursing
1810 Pioneer Ave.
Cheyenne, Wyoming 82002
Phone: 307-777-7601
Fax: 307-777-3519
Web Address: <http://nursing.state.wy.us>

Agency Mission: The Wyoming State Board of Nursing is responsible for the protection of the public's health, welfare, and safety through the regulation of nursing, nursing education, nursing practice, and disciplinary standards. The responsibility of the Board of Nursing is to implement a cost-effective and efficient system of regulation, which meets the consumer demand for safe, competent, ethical practitioners of nursing which includes advanced practice nurses, registered professional nurses, licensed practical nurses, and certified nursing assistants.

EXECUTIVE DIRECTOR

Cheryl Koski, MN, RN

**PRACTICE AND EDUCATION CONSULTANT AND
ASSISTANT EXECUTIVE DIRECTOR**
Vacant

COMPLIANCE CONSULTANT

Karen Ouzts, PhD, RN

FINANCIAL AND HUMAN RESOURCES OFFICER

Deebs Sullivan

EXECUTIVE ASSISTANT

JoAnn Reid

EXAMINATION COORDINATOR

Trish Newberry

LICENSING COORDINATOR

LaVelle Ojeda

BOARD OF NURSING MEMBERS

Parry Davison, MSN, CRNA, RN	President
Shirley Harris, MSN, MBA, RN	Vice-President
Kim Williamson, LPN	Secretary
Baerbel Merrill, MS, BSN, RNC	Member
Janet Harp, MSN, RN	Member
Kellie Clausen, FNP, WHCNP, RN	Member
CONSUMER - VACANT	

Wyoming Nurse Reporter does not necessarily endorse advertisements contained herein. The publisher reserves the right to accept or reject advertisements for Wyoming Nurse Reporter.

FOR ADVERTISING INFORMATION:

Jane Coker
jcoker@pcipublishing.com
501.221.9986 or 800.561.4686

CREATED BY:

Publishing Concepts, Inc.
Virginia Robertson, President
vrobertson@pcipublishing.com



Publishing Concepts, Inc.
14109 Taylor Loop Road
Little Rock, AR 72223

EDITION 7

"protecting the public through excellence in nursing..."

TABLE OF CONTENTS

5

Greetings From the Wyoming Board of Nursing

6

Scope of Practice Issues

10

APS Healthcare's Health Management Program Helps Save State of Wyoming Nearly \$13 Million in Healthcare Costs in First Year

12

Nurse Licensure Compact in Wyoming - A Discussion

13

Disciplinary Actions

You could win **\$200** in **CRUISE CASH** if you book by Nov 27th!

Caribbean

Nursing Continuing Education Cruise

WWW.THINKABOUTITNURSING.COM
IN COOPERATION WITH THE ARKANSAS STATE BOARD OF NURSING

Cruise Your Way to Nursing CE Credits



HOUSTON TO THE YUCATAN, COZUMEL, AND BELIZE, MARCH 3-10, 2007

Who said Continuing Education can't be fun?

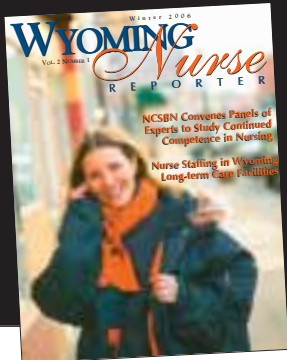
Join **ThinkAboutItNursing** and **Poe Travel** for a CE Cruise that will cure your overworked blues with some *salsa and sun* on board NCL's "Norwegian Dream." While you're soaking up the Caribbean culture, you can earn your annual CE credits AND write the trip off on your taxes. How is that for paradise?

Prices for both cruise and conference start **as low as \$860 per person** (based on double-occupancy). Ask us about our **Cruise LayAway Plan**

For more information about the cruise and the curriculum, please log on to our website at www.thinkaboutitnursing.com or call Teresa Grace at Poe Travel toll-free at 800.727.1960



REACH RECRUIT RETAIN



THE WYOMING NURSE REPORTER MAGAZINE SCHEDULE

- January 2007
- April 2007
- July 2007
- October 2007

to reserve advertising space
jcoker@pcipublishing.com

1-800-561-4686

Our State Board magazines
are directly mailed to every
licensed nurse in the following
states—one million and growing!

- Arizona
- Arkansas
- The District of Columbia
- Indiana
- Kentucky
- Nebraska
- Nevada
- New Mexico
- North Carolina
- North Dakota
- Ohio
- South Carolina
- South Dakota
- Tennessee
- Washington
- West Virginia
- Wyoming



www.thinkaboutitnursing.com



*What did you want to be when you grew up? A nurse? A teacher? Both?
Now, you can be both by becoming a nurse educator.*

MASTER OF SCIENCE DEGREE IN NURSING EDUCATION

or earn a

POST MASTER'S CERTIFICATE

Both conveniently offered at a distance through the University of North Dakota

The demand for qualified nurse educators is growing, and as a graduate of this program you are qualified to teach nursing students at the college level.

APPLY BY JULY 1st!

**UND THE UNIVERSITY OF
NORTH DAKOTA**

UND Distance Degree Programs

1-877-450-1842

www.conted.und.edu/ddp/msnurs

Delivered in a combination of:

- ♦ online courses
- ♦ videoconferencing
- ♦ minimal time on UND campus

For curriculum questions, contact: Ginny W. Guido, JD, MSN, RN, FAAN ♦ 1-701-777-4543 ♦ ginnyguido@mail.und.edu

Registered Nurses – Come Work for Us!

Enjoy living near lofty mountains, clear lakes and natural beauty! We are a 70-bed, acute care facility located near the Wind River Mountains in Central Wyoming. It's our way of life, and that equals a perfect vacation!

We also offer excellent benefits, 401(k)/ESOP/ESPP
PLUS RECRUITMENT BONUS

REGISTERED NURSES positions available:

- ER/ICU
- Medical/Surgical
- Nursing Supervisor
- Circulating RN

WY license, current CPR, experience preferred

SURGERY MANAGER

Responsible for all the operational aspects of Surgical Services, Central Sterile, and Ambulatory Care Services. This encompasses human resource management, plus financial and clinical management.

Current CPR, current ACLS, AORN certified, 5 years clinical nursing experience, operating room and clinical management experience preferred.

Application available online at www.riverton-hospital.com or call:

Norma Atwood, Human Resources Director

Phone (307) 857-3465

Fax (307) 857-3586

Riverton Memorial Hospital, 2100 W. Sunset, Riverton, WY 82501

EEOC Employer



Riverton Memorial Hospital

Greetings From the Wyoming Board of Nursing

Greetings! We at the Wyoming Board of Nursing would once again like to remind you that all licenses and certificates will expire December 31, 2006.

Renewal forms will be mailed out to you by October 1, 2006. If you do not receive your renewal form, please contact the Board office to be sure we have your correct mailing address on file.

We would like to provide some renewal tips in hopes of making this renewal period run smoothly for you and the WBON staff:

1. Renewals are processed as they are received. Get yours in early for timely issuance of your new license/certificate.
2. Please read all instructions carefully and complete the form in it's entirety. Incomplete forms will be returned to you and will delay processing.
3. Be sure you meet continued competency requirements. If you fail to complete the application process, do not meet competency, or do not qualify for renewal, any fees submitted will not be refunded.
4. Payment should be made by personal check, cashier's check, money order, VISA or MasterCard and must accompany the renewal application. A fee of \$35 will be assessed on any returned check. Payment by VISA or MasterCard requires a priority processing fee of \$5.
5. Please allow 10-14 business days for your application to be processed. Faxed renewal forms will not be accepted. Applications received after December 15, 2006 are not guaranteed to be processed prior to the December 31, 2006 deadline. If your license/certificate has not been issued prior to January 1, 2007, you can not work.

The staff of the Wyoming Board of Nursing is here to help with any questions you might have. Please do not hesitate to contact us by phone at 307-777-7601 or by e-mail at wynursing@state.wy.us. Online verification is coming soon! Please continue to check our website at <http://nursing.state.wy.us> for this feature in order to track the status of your renewal. You can also call our voice verification line at 877-626-2681. If you have not received your license/certificate within 30 days of submission of your renewal application, please contact our office.



When there is a practice issue that is not clearly defined by previous Board opinions, research is conducted for the Board Practice Committee.

Once all the information from the research is gathered, it is sent to the Practice Committee for their review. The Practice Committee then makes a recommendation to the Board for an Advisory Opinion.

All of the Board's Advisory Opinions are listed on the Board's website at <http://nursing.state.wy.us>. Go to Publications and Opinions. If you wish to request an Advisory Opinion, you may fill out a request (see website under "forms") and send to:

Wyoming State Board of Nursing
Practice and Education
1810 Pioneer Avenue
Cheyenne, WY 82002
e-mail: wynursing@state.wy.us

SCOPE OF PRACTICE ISSUES

Cheryl Koski, MN, RN, Executive Director

The following Advisory Opinions were issued at the July 13-14, 2006 Board Meeting.

CNA'S ASSUMING ROLES OF SURGICAL TECHNICIAN, FIRST ASSISTANT, LABORATORY TECHNICIAN AND MEDICAL ASSISTANT

Advisory Opinion Number: 06-164
Board Meeting Date: July 13-14, 2006

The Practice Committee reviewed a request from Jean Pinter for an Advisory Opinion regarding whether or not a CNA may be a Surgical Technician, A First Assistant, a Laboratory Technician, or a Medical Assistant, questions requested answered by Scott Griffith at Star Valley Medical Center.

The Practice Committee reviewed the materials sent and opinions of other states.

Upon recommendation from the Practice Committee, the Board voted after discussion that they have no jurisdiction over ancillary healthcare fields such as surgical

technicians, first assistants, laboratory technicians or medical assistants.

An ancillary healthcare provider may hold a CNA certificate while employed in a healthcare facility in another ancillary healthcare field. However, they must only function in the role in which they are employed by the healthcare facility. In order to maintain a clear delineation of the roles the CNA may not use the title CNA or function in the role of a certified nursing assistant at any time they are working in another ancillary healthcare field. In addition, they may not use the hours worked in the other ancillary healthcare field towards the practice requirements for renewal of their nursing assistant certification.

Furthermore, the Board recommended that a facility not make certification as a nursing assistant (CNA) a requirement to be employed in a facility as an ancillary healthcare provider in fields such as a surgical technician, first assistant, laboratory technician or a medical assistant.

Approved: July 14, 2006
Reviewed:
Revised:

REMOVAL OF URETHRAL CATHETERS AND NASO-GASTRIC TUBES - CNA

Advisory Opinion Number: 06-161
Board Meeting Date: July 13 – 14, 2006

REMOVAL OF CHEST TUBES, MEDIASTINAL TUBES AND PLEURAL DRAINS - RN

Advisory Opinion Number: 06-162
Board Meeting Date: July 13 – 14, 2006

The Practice Committee reviewed a request from Julie-Cann Taylor, RN, Director of Critical Care, Wyoming Medical Center, Casper, WY as to whether or not a Registered Nurse with a high volume of patients requiring chest tube management may discontinue chest tubes, mediastinal tubes and pleural drains.

The Practice Committee reviewed the literature and the previous Advisory Opinion 00-101 dated August December 2000 issued by the Board.

Upon recommendation from the Practice Committee, the Board voted to affirm Advisory Opinion 00-101 and stated that it is not within the Scope of Practice of a Registered Nurse to remove Chest Tubes, Mediastinal Tubes and Pleural Drains. There is not enough evidence nor is it common practice at this time to support the removal of these tubes by a Registered Nurse.

The Board voted that it is within the Scope of Practice of an Advanced Practice registered Nurse with appropriate education and training to perform removal of these tubes.

The Practice Committee reviewed a request from Julie-Cann Taylor, RN, Director of Critical Care, Wyoming Medical Center, Casper, WY as to whether or not removal of urethral catheters and removal of naso-gastric tubes could be delegated to a Certified Nursing Assistant after successful completion of a competency model. Ms.

Taylor specifically asked if Chapter 7 of the Board Administrative Rules and Regulations, which does not list either of these specific tasks as those which may be delegated to a CNA, overrides an opinion issued by the Board to Wyoming Medical Center August 28, 1996.

The Practice Committee reviewed the previous opinion dated August 28, 1996 and Chapter 7, Section 8 of the Board Administrative Rules and Regulations.

Upon recommendation from the Practice Committee, the Board voted that removal of urethral catheters and removal of naso-gastric tubes are not tasks that may be delegated to a CNA as specified in Chapter 7, Section 8, Functions, Tasks and Skills That May Be Delegated, in the Board Administrative Rules and Regulations. In addition, these tasks are not within the basic nursing education and training of a certified nursing assistant as specified in CFR 42.



Approved: July 14, 2006
Reviewed:
Revised:

Approved: July 14, 2006
Reviewed:
Revised:

Banner Health Thinking Big in Wyoming's Small Communities



Banner Health, one of the largest not-for-profit health care systems in the country, owns or manages 21 acute care hospitals, long-term care centers, and an array of other services, including three state-of-the-art facilities here in Wyoming.

**For more information, visit
BannerHealth.com.**



Banner Health



Banner Health
**Community
Hospital**



Banner Health
**Platte County
Memorial Hospital
and Nursing Home**



Banner Health
**Washakie
Medical Center**

As a community changes, its health care needs change with it. Banner Health is proud to keep pace with the changes in Wyoming's local communities through significant expansions of its medical centers, technology, and service offerings to provide the very best health care available. Banner Health's Wyoming employees say they have the best of both worlds-small, vibrant communities offering an endless variety of recreational and cultural activities, and the latest advanced medical technology and on-the-job resources.

Community Hospital and Goshen Care Center Torrington's Good Neighbor

Torrington offers the advantages of life in a close-knit community surrounded by beautiful natural resources and outdoor recreation, just a short drive from the cultural benefits of the nearby big cities. Add that with Banner Health's resources-innovative technological advancements, one of the best nurse-to-patient ratios in the nation (1:3.1), and amazing benefits like on-site child care - and it's no wonder Community Hospital's Nurses say they have the best of both worlds.

Community Hospital's philosophy is that providing patients with excellent medical care is a team effort. Employees strive to care for patients and their families and friends as neighbors would, with thoughtfulness and respect. Their emphasis on community, and focus on teamwork, creates a positive and dynamic working environment where employees are encouraged to grow and develop. Community Hospital is proud of the number of opportunities they offer for new grad Nurses, and of their highly-trained nursing staff and their dedication to excellent patient care.

Platte County Memorial Hospital Wyoming's Most Progressive Community Hospital

As a member of Banner Health, Platte County Memorial Hospital and Nursing Home, located in Wheatland, is able to be a technologically progressive health care system while maintaining the advantages of providing personal care in a small, friendly environment.

The hospital is in the midst of a \$9.3 million renovation to implement the latest technology and complete major state-of-the-art construction projects to ensure a strong future. By January of 2007, the 25-bed Critical Access hospital will have completed their new utilities infrastructure and a new surgery addition. A total renovation of the existing surgery area will follow by May of 2007 and, when completed, these projects will add one new OR and one new procedure room, along with updates to all of the surgery support facilities.

Platte County Memorial Hospital's drive to be the best will not stop there. Plans are in the works to build a new 25-bed inpatient wing and renovate Medical Imaging, the Emergency Department, and the Lab, as well as the patient reception area, for an additional \$6.7 million. With total improvements of \$16 million, Banner Health and Platte County Memorial Hospital are proving their commitment to high-quality health care for the community, the latest medical technology, and the best working conditions for their talented staff.

Award Winning Washakie Medical Center

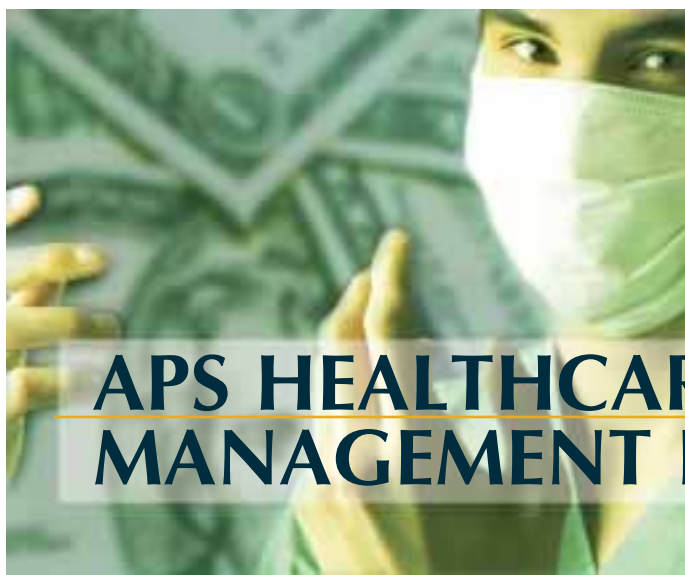
Washakie Medical Center, located in Worland, has earned distinctions including two Best in Banner Awards and Business of the Year, and has achieved the highest possible rating for small hospitals in employee satisfaction.

Washakie Medical Center is proud to be a part of the Worland community-and what an amazing and inspiring community it is. In a serene setting 150 miles from Yellowstone National Park, at the foot of the Big Horn Mountains, close-knit Washakie offers some of the nation's best hiking, hunting, fishing, and other outdoor recreation. Combine that with Banner Health's low nurse-to-patient ratios; opportunities for Nurses to cross-train to ICU, OB, and ER; and a commitment to employee satisfaction and excellent patient care, and it's clear why Washakie Medical Center has the wonderful reputation it does among patients and staff alike.

For more information, visit BannerHealth.com

Consideration for patients is at the heart of these expansions, and of everything Banner Health does. Community Hospital, Platte County Memorial Hospital & Nursing Home, and Washakie Medical Center proudly provide the best places for talented team members to deliver unsurpassed care for the great communities in Wyoming. That's what their growth is all about-medical excellence.

With facilities in Alaska, Arizona, California, Colorado, Nebraska, Nevada and Wyoming, Banner Health exists to make a difference in people's lives through excellent patient care.



APS HEALTHCARE'S HEALTH MANAGEMENT PROGRAM

**HELPS SAVE STATE OF WYOMING NEARLY
\$13 MILLION IN HEALTHCARE COSTS IN FIRST YEAR**

(Cheyenne, WY – August 22, 2006) APS Healthcare, one of the country's leading specialty healthcare companies, and the Wyoming Department of Health's EqualityCare (Medicaid) program announced today that APS' Healthy Together total population health management program helped the state avoid more than \$12.7 million in unnecessary healthcare costs. These results were for the aged, blind and disabled Medicaid

population in its first reconciliation year, which ended on Dec. 31, 2005.

Through the Wyoming EqualityCare program, APS managed an average of more than 7,800 clients per month through its Healthy Together health management programs, which includes programs for clients with asthma, coronary artery disease, chronic obstructive pulmonary disease, chronic heart failure, depression, dia-

betes and other disease states. The average cost avoidance for clients, while still maintaining quality care, was \$135 each month, which was \$36 above the target savings per member per month.

In addition to the financial benefits, APS health coaches also helped clients achieve significant improvements in prevention measures such as diabetes testing, eye exams, glucose monitoring, statin usage, chole-

**...APS health coaches
also helped clients
achieved significant
improvements in
preventive measures...**

terol monitoring, bronchodilator usage and other preventative treatments and testing to improve their overall health and well-being.

The financial and clinical results were confirmed by Milliman, a global consulting and actuarial firm.

“APS' disease management produced excellent health outcomes and financial savings for the state of Wyoming,” said Al Lewis, president, Disease Management Purchasing Consortium International, Inc. “Significant decline in utilization covering heart attacks, asthma attacks, fluid overload and other events, which can be prevented through effective disease management, contributed to a significant overall reduction in hospital costs.”

“APS' health management programs have exceeded our expectations,” said Teri Green, EqualityCare manager. “We are fortunate to partner with a company that understands the complexity of our healthcare system and is able to tailor its programs to meet the needs of our providers and clients.”

The success of the Wyoming program is enhanced by the company's use of its client-based health management model. APS uses a decentralized, collaborative care model to improve Medicaid client and provider engagement in health management programs, increase compliance with recommended care plans and improve coordination within the healthcare system.

“Through our community-based model, we are able to assist Wyoming Medicaid in ways that have proven to be effective,” said David Hunsaker, president, APS Public Programs. “We are excited by these favorable results and ready to continue efforts to improve the health of these clients.”

About APS

APS Healthcare, headquartered in Silver Springs, Md., is a leading provider of specialty healthcare solutions that cover more than 20 million members in the United States and Puerto Rico. APS offers customized, integrated healthcare solutions across two major healthcare product lines - care management and behavioral health services. APS operates under the belief that managing healthcare for the mind and body improves overall health and reduces total healthcare spending.

Nurse Licensure Compact in Wyoming - A Discussion



Nurses are invited to attend an informational, open session on the Nurse Licensure Compact in Casper on November 3 from 1:00 - 4:00 at the Parkway Plaza. A general discussion between the board and nurses of the state about the pros and cons with the compact will help to clarify issues related to Wyoming citizens, the health care system, and nurses. We look forward to meeting with you to share ideas and expertise on this matter.

The Board has blocked a limited number of rooms at the Parkway Plaza in Casper 307-235-1777 with check in on the afternoon/evening of the 2nd (Thursday) and check out on the 5th (Sunday) for those that will not want to travel Saturday evening. Please make your reservations as soon as possible.

Frequently asked questions:

http://www.ncsbn.org/nlc/rnlpvcompact_mutual_recognition_faq.asp



Powell Valley Healthcare is seeking individuals committed to being part of an organization where customers come first. Compassionate, team players please apply! Competitive wages, excellent benefits.

Powell, Wyoming is located in a beautiful valley just a short drive from the entrance to Yellowstone National Park. Wildlife and sunshine abound. A paradise for outdoor enthusiasts and those who love small town living yet still close enough to the bigger city. Only 90 miles from Billings, Montana.



RN's, LPN's, and C.N.A.'s-Full and part time positions, flexible schedules.
Call 754-2267 or 1-800-428-1398 ext. 728 for more information or an application.

www.pvhc.org

EQUAL OPPORTUNITY EMPLOYER



If you want to know more about making a difference through a career in nursing education, visit us online at:
www.nursesource.org



NURSES
for a Healthier Tomorrow

Nursing. It's Real. It's Life.

DISCIPLINARY ACTIONS

WYOMING STATE BOARD OF NURSING

Danielle Radomicki, NA Applicant

Denial, failure to disclose recent felony/drug dependency 07/14/06

Christina Puente, NA Applicant

Denial, deceit in application 07/14/06

Carol Harwood, NA Applicant

Denial, forgery of Medicare/Medicaid records 07/14/06

Kerrie Humphrey, LPN Applicant

Denial, Fraud/deceit in application and workplace 07/14/06

Michael Noonan, RN

Letter of Reprimand, substandard care 07/14/06

Kevin Franke, RN

Stayed Suspension, drug diversion/dependency 07/14/06

Esther Wolff, LPN

Reinstatement of full licensure 07/14/06

Kimberly Morse, RN

Reinstatement of full licensure 07/14/06

wyoming job opportunities

Advertise your job opportunities here!



Contact Jane Coker at

800-561-4686 or

jcoker@pcipublishing.com

We make a difference. One patient at a time.

Banner Health, one of the nation's largest nonprofit health care systems, offers its professionals access to plenty of options to make a difference throughout their careers. Our focus on choice lets you select the surroundings and career path you've always wanted. From soaring mountains to the beauty of the plains – enjoy Wyoming living at its best!

We have excellent RN opportunities available in these Wyoming Banner Health facilities:

**Platte County Memorial Hospital
& Nursing Home**
Wheatland, WY

**Community Hospital &
Goshen Care Center**
Torrington, WY

Washakie Medical Center
Worland, WY

Explore the facility, specialty and great benefits you want and apply online by visiting **BannerHealth.com**, keyword: **Choices**. To speak to a recruiter Monday–Friday, call **1-888-547-9746** between 8am–4:30pm MST.



Banner Health®

Banner Health facilities are located in:

ALASKA ARIZONA CALIFORNIA COLORADO
NEBRASKA NEVADA WYOMING

EOE. Banner Health supports a drug-free work environment.

THE
RIGHT
TIME.

THE
RIGHT
PROGRAM.

GET YOUR BSN —

Without Putting Your Life on Hold.
See for yourself with a free virtual classroom demo.

JACKSONVILLE
UNIVERSITY
SCHOOL OF NURSING

➔ Call 800-571-4934

➔ Visit JacksonvilleU.com/PC06

Jacksonville University's School of Nursing is accredited by the Commission on Collegiate Nursing Education (CCNE). | Financial aid opportunities available. | Made available by University Alliance Online. | ©2006 Bisk Education, Inc. All rights reserved. | SC 191734ZJ1 | MCID 2742

FREE
CLASSROOM
DEMO

CONTINUING EDUCATION COURSES AT LEARNINGEXT.COM

Disciplinary Actions:

What Every Nurse Should Know

4.8 Contact Hours | \$29

Diversity: Building Cultural Competence

6.0 Contact Hours | \$36

Documentation: A Critical Aspect of Client Care

5.4 Contact Hours | \$32

End-of-Life Care and Pain Management

3.0 Contact Hours | \$18

Ethics of Nursing Practice

4.8 Contact Hours | \$29

Medication Errors: Detection & Prevention

6.9 Contact Hours | \$41

NEW COURSES AT LEARNINGEXT.COM

See our four new continuing education courses at learningext.com!

Acclimation of International Nurses into US Nursing Practice

6.6 Contact Hours | \$40

Confronting Colleague Chemical Dependency

3.3 Contact Hours | \$20

Delegating Effectively

4.2 Contact Hours | \$25

Respecting Professional Boundaries

3.9 Contact Hours | \$23

**UNLIMITED, 24-HOUR ACCESS TO
ENGAGING NURSING CE CONTENT
AT LEARNINGEXT.COM**



Nurse Practice Acts CE Courses

Participants: IA, ID, KY, MA, MN, MO, NC, ND, NM, NV, OH, VA, WV-PN/RN

2.0 Contact Hours | \$12

Patient Privacy

5.4 Contact Hours | \$32

Professional Accountability & Legal Liability for Nurses

5.4 Contact Hours | \$32

Sharpening Critical Thinking Skills for Competent Nursing Practice

3.6 Contact Hours | \$22



E-LEARNING FOR THE NURSING COMMUNITY

WYOMING MEDICAL CENTER

Wyoming's Regional Medical Center offers greater career opportunities for Nurses who are seeking an environment where they are encouraged to grow within their profession. Currently on the path to **MAGNET STATUS** and incorporating the **THEORY OF HUMAN CARING**, WYOMING MEDICAL CENTER believes and adheres to a **SHARED GOVERNANCE MODEL** empowering Nurses in autonomous decision making.

WYOMING MEDICAL CENTER provides the perfect opportunity to challenge your career and spread your wings. Through our laddering programs and continuing education assistance you will find support and incentives to become the best you can be.

Become a member of our Nursing team today. We currently have openings for NEURO, CRITICAL CARE, MED/SURG AND OR Nurses as well as opportunities in other departments and positions. WYOMING MEDICAL CENTER offers competitive pay and exceptional benefits including relocation and educational assistance. Visit our website for a complete listing of career opportunities and apply online at <http://www.wyomingmedicalcenter.com>.



Wyoming Medical Center

WYOMING MEDICAL CENTER IS AN
EQUAL OPPORTUNITY EMPLOYER

It's more
than a
sign-on
bonus,
tuition
assistance
and
excellent
benefits.



We take pride in hiring qualified,
energized and fun people.
If there is an opportunity you seek,
we have it. If there is a goal you want
to achieve, we'll help you get there.
If there is a great place to raise a
family, Campbell County is it.

Human Resources • P.O. Box 3011 • 82717 • Gillette, WY • 800.208.2043 • 307.688.1504 • hr@ccmh.net

WYOMING STATE BOARD OF NURSING
1810 Pioneer Ave.
Cheyenne, Wyoming 82002

Presorted Standard
U.S. Postage Paid
Little Rock, AR
Permit No. 1884