

# Guam Board of Nurse Examiners

Thursday, May 9, 2024 at 3:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/86545051719?pwd=9AManYXzm3mYnhBUrCbmbNZIzfwUWh.1>

Meeting ID: 865 4505 1719 Passcode: 049079

## MINUTES

Item		Discussion	Responsible Party	Reporting Timeframe	Status	
I	Call to Order	Chaired by: Greg Woodard	Chair	1505	Called to Order	
II	Proof of Publication	Guam Daily Post Ads	HPLO	1505	Confirmed	
III	Roll Call	<p><b>GBNE Members:</b>  <u>Physically Present at HPLO:</u> None  <u>Virtual Attendance:</u>  <input checked="" type="checkbox"/> Greg Woodard, APRN-NPC, AOCNP, Chair  <input type="checkbox"/> Philip John Calalo, DNP, RN, Vice-Chair  <input type="checkbox"/> Anna Varghese, RN, DNP, Secretary  <input checked="" type="checkbox"/> Charlotte Huntsman, GMRC, Public Member  <input checked="" type="checkbox"/> Brenda Manzana, LPN, Member  <input checked="" type="checkbox"/> Gia Ramos, RN, Treasurer  <input checked="" type="checkbox"/> Margarita Gay, Member</p>	<p><b>Other Attendees:</b>  <u>Physically Present at HPLO:</u>                      Zennia Pecina, HPLO Administrator                      Rosemary Carman-HPLO                      Danilo Bilong, HPLO                      Dorothy Duenas, Member from GCC                      Tamara Akira, Member from GCC  <u>Virtual Attendance:</u>                      Asst AG Mark Anderson – OAG                      Roka Sablan, CNMI Board Member                      Carol Fleming, CNMI Board Member                      Zita Pangelinan, DPHSS                      Krystal Takai, DPHSS                      Jasmine Almoguera, HPLO                      Breanna Sablan, HPLO</p>	GBNE	1508	Quorum Established
IV	Adoption of the Agenda	<i>Motion to adopt: G. Woodard; 2<sup>nd</sup>: G. Ramos</i>	GBNE	1512	Unanimously Adopted	
V	Approval of Minutes	Minutes dated 04/18/2024. B. Manzana suggested the following minor changes: change “Miss Cole” and “Miss Coler” to “Ms. Kohls”; and “New West” to “Nuwest” throughout the minutes. For Agenda Item IX.3.d: change to read: “...it will be up to Ohio...”; and Agenda Item IX.3.h.: change “patent” to “patient”. <i>Motion to approve as amended: G. Woodard; 2<sup>nd</sup>; G. Ramos.</i>	GBNE	1512	Unanimously Approved As Amended	
VI	Treasurer’s Report	No Report.	G. Ramos	1524	No Report	
VII	Committee Reports	<p><b>Rules and Regulations (Proposed).</b>                      In reference to the Board’s discussion on the proposed change to the CNA passing rate from 80% to</p>	GBNE	1524	Tabled	

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		<p>75%, initially suggested by Dr. Varghese in the previous meeting, Asst AG Anderson requested that the Board formalize the change in written form. Dr. Varghese, who was unable to attend, reviewed the matter and recommended aligning the CNA passing rate with that of nursing, which is 75%. The Board acknowledged that implementing this change requires updating the rules and regulations, which involves a formal process including submission of a written request to the OAG, publication, and approval. Asst AG Anderson emphasized the necessity of specifying the exact rule to be amended and suggested submitting a detailed written request to the OAG to initiate the process.</p> <p>Z. Pecina stated that the Board is considering whether to amend the rules and regulations to reduce the passing score from 80% to 75%. Asst AG Anderson requested a citation or documentation regarding the proposed change to include in the official records.</p>			
VIII	Nursing Education	<p><b>Associate Degree Nursing Program Proposal – GCC</b></p> <ul style="list-style-type: none"> <li>Ms. Dorothy Manglona-Duenas from Guam Community College (GCC), along with her program coordinator Tamara Akira, presented a proposal for an Associate of Science in Nursing (ADN) program to the Board. The proposed two-year program aims to address the shortage of registered nurses on the island, which has been exacerbated since before the COVID-19 pandemic. Ms. Duenas has collaborated with the University of Guam (UOG) and conducted research of other Accreditation Commission for Education in Nursing (ACEN) accredited institutions to develop a comprehensive curriculum. The proposal includes a bridge program for Licensed Practical Nurse (LPN) graduates to transition to Registered Nurses (RNs), ensuring they are prepared to pass the NCLEX RN exam. Ms. Duenas welcomed feedback from the Board to refine the curriculum and emphasized the program’s potential to produce competent RNs to meet the community’s needs.</li> <li>G Ramos inquired about the start date for the new ADN program. Ms. Duenas explained that, based on previous experience with the practical nursing program, the new ADN program could begin the semester following approval from both the GBNE and the accrediting body, the Accrediting Commission for Community and Junior Colleges (ACCJC), which has already granted approval to GCC to move forward. Although there is significant student interest and readiness, the main challenge is recruiting additional faculty, especially advanced-practice and master-prepared nurses. Ms. Duenas acknowledged the need for Board review and feedback but expressed readiness and excitement to launch the program, with support from UOG and other nurses willing to teach.</li> <li>Ms. Duenas expressed gratitude for the support and excitement surrounding the launch of the ADN program, emphasizing its potential to address local nursing shortages and benefit hospitals in need of nurses. Z. Pecina emphasized the value of the program, which is ensuring the collaboration between GCC and UOG, noting the seamless transition from ADN to BSN to maintain professionalism in nursing. Z. Pecina echoed the excitement and anticipation for the program's impact, particularly in alleviating nursing shortages locally and potentially in the broader context of the U.S. Ms. Duenas confirmed that the program is a two-year initiative and expressed gratitude for the support and</li> </ul>	D. Duenas	1529	<p>Noted HPLO Distributed the GCC Proposal to GBNE members for Comment</p> <p>Invite GCC to the GBNE meeting to Respond to Questions</p>

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	<p>readiness of the Board.</p> <ul style="list-style-type: none"> <li>• The Board members were informed that the package containing the proposal is available and can be delivered to them upon request. Additionally, an electronic copy has been emailed to facilitate a prompt review and approval process. An exact date was not given but it was recommended that it be reviewed in a timely manner.</li> <li>• It was mentioned that Dr. Varghese is interested in reviewing the proposal against the rules and regulations before providing feedback. The Board highlighted the anticipation among students for the program's approval and asked if opening in the fall is still feasible. Ms. Duenas explained that if the Board approves, they aim to start with LPN graduates for whom the program would entail about two semesters of additional courses, including labor and delivery, advanced medical or professional nursing practicum, mental health, pathophysiology, and chemistry, as discussed with UOG during the bridge program planning.</li> <li>• Ms. Duenas clarified that first-time students would need to begin with general education courses before starting the program. It was stated that there would be two paths: one for first timers completing general education requirements and another for LPNs ready to enter the program directly. They confirmed that they could accommodate both groups in the Fall 2024 semester. It was mentioned that students on the BSN program waitlist, who have already completed general education courses, could potentially join the ADN program. Ms. Duenas affirmed readiness for first timers to begin in the fall and mentioned having two full-time faculty members, one with a master's prepared and one with a bachelor's prepared but extensive experience, along with adjunct instructors with master's degrees.</li> <li>• Ms. Duenas clarified that while the old ADN program with UOG was National League of Nursing (NLN) accredited, UOG has since switched to ACEN accreditation. They explained that NLN and ACEN are two accrediting agencies for nursing programs and mentioned that they would determine the best accrediting agency for their program in the future. The Board sought clarification on accreditation requirements, and it was explained that initial accreditation is with ACCJC, but graduates will eventually seek accreditation from NLN, ACEN, or another agency. Obtaining accreditation from NLN and ACEN takes time and may not happen within the first year of the program.</li> <li>• Ms. Duenas explained that initially, they aim to accept 20 students into the program, with the possibility of increasing to 30 if recommended by the Board and additional faculty can be hired. The program will adhere to a ratio of one faculty member to 10 students as per rules and regulations. The Board inquired about the timing of student intake, and Ms. Duenas clarified that they plan to admit students by cohorts, likely waiting until the following fall for each new intake. The ratio was</li> </ul>			

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		corrected to be 12 students per instructor based on rules and regulations. Ms. Duenas invited other Board members to ask questions, thanking them for their inquiries and stating that an electronic copy of the proposal would be provided for further review. A member of the Board confirmed that the email with the proposal has been forwarded to all Board members. The Board expressed appreciation for the initial presentation and indicated they may have questions after reviewing the proposal in detail.			
IX	Administrator's Report	Z. Pecina welcomed the new attorney, Asst AG Anderson, who will now oversee the GBNE and GBME, and acknowledged Margarita Gay, representing DPHSS, as the newest member of the Board, bringing the total composition to seven.	Z. Pecina	1549	Noted
		<b>A. GBNE Complaints</b>			
		<b>1. GBNE-CO-20-007/1, 2, 3, 4, 6 &amp; 7 Received 9/16/20.</b> G. Woodard mentioned that the complaints are currently being evaluated by an impartial external source. As a result, the discussion on this matter will be postponed until the next meeting, with further consideration anticipated at that time. <i>Motion to Table: G. Woodard; 2<sup>nd</sup>: B. Manzana</i>	G Woodard		In Progress
		<b>2. GBNE-CO-23-001. Received 4/3/23.</b> P. Calalo was not present at the meeting. <i>Motion to Table: G. Woodard; 2<sup>nd</sup>: B. Manzana</i>	P. Calalo		Unanimously Tabled
		<b>3. GBNE-CO-24-001 (B. Manzana) Received 2/6/24.</b> Ms. Manzana provided an update on the case of Ms. Kohls, who had been employed at GMH without a valid license from September 2023 to January 2024. Although Ms. Kohls now holds a multistate Ohio license, Ms. Manzana recommended postponing approval of her application for endorsement until further information is gathered from Nuwest or GMH, as there are ongoing communications that need to be addressed. While Ms. Kohls is technically eligible to work with her multistate license, she recommended to table the single-state license endorsement until additional information is obtained.  There was clarification regarding Ms. Kohls' status and application for reinstatement. While there was no issue of reinstatement, there is an application for endorsement. The Board will proceed with processing her application for single-state endorsement as per the rules and regulations, with the decision to be made during the June meeting. In the meantime, Ms. Kohls is permitted to work under her Ohio multistate license. Any further action or recommendation regarding her endorsement will be contingent upon the information gathered by Ms. Manzana and presented to the Board in June 2024 meeting.	B. Manzana		Agreed for Applicant to Work under Multi-state License  Address the Application for Endorsement at the June 2024 GBNE Meeting
<b>4. GBNE-CO-24-002 (G. Ramos) Received 3/26/24 (new)</b> G. Ramos provided a briefing on the investigation concerning a complaint against an individual. According to Ms. Cruz, GMRC, the complaint has been addressed with the concerned individual and resolved through their HR department. The alleged incidents occurred outside of work, where the individual was the complainant's dive instructor, and they were friends outside of	B. Manzana		Unanimously Dismissed		

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		work. HR has taken steps, including relieving the individual of their supervisory role and providing re-education on sexual harassment. There have been no reported incidents of harassment in the workplace since the complaint. The individual acknowledges their behavior, has accepted recommendations to prevent recurrence, and has engaged in counseling sessions. Based on discussions with both the employer and the individual, G. Ramos recommended closing the case, leaving it to the Board for any further suggestions. <i>Motion to Dismiss Case: G. Woodard; 2<sup>nd</sup>: B. Manzana</i>			
	<b>New Business</b>	<b>A. Reinstatement Application</b>		1602	
		<p><b>1. Krystal Takai, LPN</b></p> <p>Z. Pecina provided an update on the case, mentioning that a request was submitted to the Office of the Attorney General. The individual's renewal period ended on 30 April 2024, and despite an extension granted by the Board in court documents, those documents were not received before the expiration date. Consequently, the individual's license has lapsed. While the applicant applied for reinstatement, Z. Pecina suggested waiting for the OAG recommendation before proceeding to avoid any complications.</p> <p>Z. Pecina provided the summary stating, this individual had a license up for renewal, but due to a discipline record that couldn't be approved by the licensing authority, the matter was referred to the Board for their approval. The Board decided to extend her renewal, as permitted by the rules and regulations, by up to six months. However, despite the extension granted, the necessary court documents didn't arrive in time before her license expired on 30 April 2024. Since OAG guidance is still pending, the Board couldn't make a ruling on her license. As a result, her license lapsed, and she applied for reinstatement.</p>	GBNE		Awaiting Guidance from OAG before Application for Reinstatement is Addressed by the GBNE
<b>X</b>	<b>Announcements</b>	Next Meeting will be June 13, 2024 at 3PM	GBNE	1606	Set Meeting Date
<b>XI</b>	<b>Adjournment</b>	<i>Motion to Adjourn: G. Ramos; 2<sup>nd</sup>; C. Huntsman.</i>	GBNE	1607	Adjourned

Minutes Drafted by: FLAME TREE Freedom Center, Inc.

Date Submitted:

Submitted by the GBNE Secretary:

Date: 5/27/2024

Approved by the GBNE with or without changes:

Date:

Certified by or Attested by the Chairperson:

 *Greg Woodard, APRN-NPC, AOC-NF*

Date: 6/13/24