



ASBN *Update*

www.arsbn.org

April 2013 Volume 17 Number 2



**BUT I AM A
GOOD NURSE!**

**MESSAGE TO
OUR NATION'S
HEALTH CARE
PROVIDERS:
HIPAA PRIVACY
RULE**





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The mission of the Arkansas State Board of Nursing is to protect the public and act as their advocate by effectively regulating the practice of nursing.

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Address Change? Name Change? Question?
In order to continue uninterrupted delivery of this magazine,
please notify the Board of any change
to your name or address. Thank You.

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The ASBN Update circulation includes over 52,000 licensed nurses and student nurses in Arkansas.





Who is Taking Care of the Patients?

Every year, the public demands to become more active partners in the provision of their health care—all the way from making decisions about their care to knowing who is providing that care. The Internet has opened up the world and makes these demands easier to accomplish. The ASBN Registry search allows anyone to look up the licensure information on any Arkansas nurse. You can look up nurses all over the United States on the national databank, Nursys® (www.nursys.com). If there is past discipline by the Board, the public can view (and print) the actual Board orders from Nursys.

Over the past couple of years, the Board of Nursing has received multiple complaints about individuals working as a nurse but not really a nurse. Fortunately, the majority of these complaints are not “imposters” in the real sense. Instead, they are nurses working under one name and licensed in a different name. This is confusing to the public and is a violation of the *Nurse Practice Act*. I don't believe any nurse sets out to be deceptive. They just get busy and forget to send the Board proper notification of the name change. A change in name is very easy, but it is one process that cannot be completed online. The name change form can be downloaded from the ASBN website and mailed to the office with a copy of the corresponding legal documents (marriage certificate, divorce decree or other court documents). If a new license is not requested, the name change is free and is reflected on the ASBN Registry once the paperwork has been processed. If a new license card is requested, a fee of \$25 is required.

Another method of keeping the public informed of who is providing their care is the name badge every nurse wears. The ASBN *Rules* have required for years that all nurses must wear an identification badge anytime they are providing health care. According to the *Rules, Chapter 1, Section III, Identification Insignia*:

- A. Any person who holds a license to practice nursing in this state shall use the legal title or the abbreviation as set forth in Arkansas Code Annotated Section 17-87-101, et. seq. No other person shall assume any other name, title, or abbreviation or any words, letters, signs, or devices that would cause a reasonable person to believe the user is licensed to practice nursing.
- B. Any person licensed to practice nursing shall wear an insignia to identify himself by his name and appropriate legal title or abbreviation during times when such person is providing health care to the public for compensation.
- C. The insignia shall be prominently displayed and clearly legible such that the person receiving care may readily identify the type of nursing personnel providing such care.

As always, any violation of the *Nurse Practice Act* or ASBN *Rules* can result in disciplinary action against the nursing license(s). Don't let simple things such as practicing under a name that isn't on your license or failure to wear your name badge (turned forward) put that black mark on your license.

A handwritten signature in black ink that reads "Sue A. Tedford". The signature is written in a cursive style.

Eleanor Mann



PROFESSIONALISM

In order to understand the concept of professionalism in nursing, we first need to define the word profession. Webster describes profession as a “chosen, paid occupation requiring prolonged training and formal qualification.”¹

Professionals can be defined as individuals expected to display competent and skillful behaviors in alignment with their profession. Being professional is the act of behaving in a manner defined and expected by the chosen profession. This framework for professionalism in nursing began during our early roots with Florence Nightingale who set the bar rather high in regard to giving herself to others and her expectation of excellence in nursing practice. She was an inventor, a visionary and a missionary. She delivered nursing care to all with a commitment to passion and love. We, as nurses, are no different. We bear the tremendous responsibility of upholding the values of our profession. Our core nursing values define the driving force that dictates our beliefs and our behaviors. “Nursing values include honesty, responsibility, pursuit of new knowledge, belief in human dignity, equality of all patients and the desire to prevent and alleviate suffering.”² Your professionalism will be judged in your personal behaviors and how you present yourself to all those around you, and through those behaviors, you tell the world who you are. Your professionalism includes your attitude, your appearance and your willingness to help others.

I am sure you all can identify people in your work environment with a terrible attitude who do their best to make the rest of the staff miserable. I have seen this many times, and they are creating a miserable work environment. People behave like this because they are looking for attention, and by doing so, everyone else around them is caught up in this person's drama. This type of behavior is not to be accepted in the nursing profession. People need to understand that personal issues need to be left at home and not brought into the work environment.

There are always going to be times when we face issues in our lives that bring us down. I find it helpful to be grateful for everything I have. By being grateful for what we have, our whole outlook on life changes, and the way we relate to people becomes more meaningful. Be grateful because you “get to” be a nurse; you get to pick up your kids from school. Be grateful you get to spend another day with your parents and/or other family members.

People judge you by your personal appearance. Clean scrubs, well groomed hair, etc., make the statement that you care about yourself as a person and have the capacity to care about others. As a licensed nurse, your responsibility is to promote health and well-being. A nurse who is off duty must remain professional. A nurse charged with driving under the influence of alcohol would not be well accepted. Under the *Nurse Practice Act* for our state, you will find a section that deals with disciplinary measures. Here, you will most likely find that not only will you be punished by the laws of our state for the DWI, but your nursing license is subject to disciplinary action. This is true even though you were not on duty at the time of the DWI. The commission of other criminal acts, not limited to malpractice issues or the illegal use of drugs, can also result in the disciplinary action of your nursing license. These can include things such as writing bad checks, shoplifting, fraud, etc. Remember, you are a professional person and you are expected to conduct yourself in a professional manner at all times. Nursing is the most trusted profession in the world. Show the world how wonderful we are by always putting your best foot forward not only for yourself, but for all of us in this wonderful profession!

References:

¹. www.merriam-webster.com

². www.nursetogether.com/Career/Career-Article/itemId/2245

Board Business

2013 BOARD DATES

April 10	Hearings
April 11	Hearings
May 8	Board Retreat
May 9	Business Meeting
June 12	Hearings
June 13	Hearings
July 10	Hearings
July 11	Hearings
September 11	Hearings
September 12	Business Meeting
October 9	Hearings
October 10	Hearings
November 6	
CE Workshop – 2013: Celebrating 100 Years of Nursing, University of Arkansas at Monticello, Fine Arts Center Auditorium, Monticello	
November 13	Hearings
November 14	Hearings

Celebrating 100 Years



A Century of Nursing Leadership The Arkansas State Board of Nursing

2013 marks the 100th Anniversary of the Arkansas State Board of Nursing. For the past 100 years, the Board of Nursing has worked hard to accomplish its mission of public protection and we want you to celebrate with us.

ASBN Centennial Celebrations

April 4	Centennial Celebration, Ashley County Medical Center, Crossett, 2 – 4 p.m.
April 30	Centennial Celebration, Baxter Regional Medical Center, Mountain Home, 5 – 7 p.m.
May 30	Centennial Celebration, Faulkner County Home Health, Conway, 2 – 4 p.m.
June 8	Centennial Luncheon, Wildwood Park, Little Rock
July 25	Centennial Celebration, St. Bernard's Regional Medical Center, Jonesboro, 2 – 4 p.m.
August 6	Centennial Celebration, St. Michael Health System, Texarkana, 2 – 4 p.m.
September 26	Centennial Celebration, Northwest Health-Springdale (time and place TBA)
October 16	Centennial Celebration, White County Medical Center, Searcy, 2 – 4 p.m.

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Gold - ArONE

CORRECTION

On page 28 of the February 2013 *ASBN Update* the November 2012 Disciplinary Actions **Reprimands** were incorrectly listed as Revocation. We regret the error and apologize for any inconvenience. The correct Disciplinary Actions list may be accessed on our website at <http://1usa.gov/TWImby>

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SPECIAL NOTICE

The Arkansas State Board of Nursing has designated this magazine as an official method to notify nurses residing in the state and licensed by the Board about information and legal developments. Please read this magazine and keep it for future reference as this magazine may be used in hearings as proof of notification of the ASBN Update's contents. Please contact LouAnn Walker at the Board office (501.686.2701) if you have questions about any of the articles in this magazine.

ASBN NOTICE OF INSUFFICIENT FUNDS

The following names appear on the ASBN records for checks returned to the ASBN due to insufficient funds. If practicing in Arkansas, they may be in violation of the Nurse Practice Act and could be subject to disciplinary action by the Board. Please contact Gail Bengal at 501.686.2716 if any are employed in your facility.

Rosa Marie Bradley	L016658
Jessica Gonzalez	Exam Application
Tonya Humphrey	R055602
Victoria Knighten	R081020
Amber Sanders	R073529
Nathan Shaheed	T01220
Angela Shupert	L037543
June Elizabeth Sivils	L030290
Della Williams	L028175
Sally F. Williams	L026287



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Celebrating 100 Years



A Century of Nursing Leadership
The Arkansas State Board of Nursing



Centennial Celebration, St. Mary's Regional Medical Center, Russellville, January 29



Centennial Celebration, Jefferson Regional Medical Center, Pine Bluff, February 19



Centennial Birthday Party, ASBN Boardroom, Little Rock, March 5

A NEW TEACHING STRATEGY: Walking Rounds with Moulage

While traditionally used in medical education, walking rounds, in our experience, has not been used as a teaching strategy in nursing education. At the University of Arkansas at Monticello (UAM) School of Nursing (SON), we have adopted walking rounds with moulage as a teaching strategy in the Associate of Applied Science and Bachelor of Science in Nursing degree programs. Anecdotal evidence from our experiences with walking rounds using moulage indicates the strategy creates an environment conducive to learning and developing critical thinking skills. In a safe environment, students learn specific skills and the development, implementation and evaluation of nursing care plans at the bedside. This teaching strategy has allowed us to simulate clinical experiences that allow students to provide care for complex patients without the risk of harming them.

Moulage is the application of make-up and other materials to simulate signs of injury or disease (see photos). The idea of bringing pathophysiology to life with moulage emerged in the mid-2000s when students and educators began to express concerns regarding a lack of sensory experiences in clinical settings (Merica, 2012). Nursing assessment includes data that are seen, heard, felt, smelled or communicated. Walking rounds allow faculty to create assessment data for students to discover. We use walking rounds to teach pathophysiology, clinical manifestations, appropriate diagnostic tests, development of nursing care plans, and implementation and evaluation of the plans.

The simulation laboratory at UAM has two computer-assisted simulation manikins and three pediatric and six adult static skills manikins. Faculty members prepare the manikins to simulate

specific disease processes or injury. This allows the students to visualize physical manifestations of disease or injury rather than viewing photos on PowerPoint slides and/or reading about the disease or injury in textbooks. We give students reading assignments to complete before walking rounds and allow note cards for use during rounds. We divide students into small groups (usually four to a group) so each student has a good view of each manikin. During rounds, group members gather around the bedside to gather assessment data and watch faculty members perform nursing interventions. Students in other groups waiting to round remain in the classroom to complete case studies specific to the walking rounds experience.

The nursing faculty members at UAM creatively setup the manikins, liberally using moulage to assault students' senses during rounds. When used correctly, moulage authenticates the physical status of simulated patients, allowing students to learn how to collect applicable data to make correct nursing diagnoses. This increases students' sensory engagement, knowledge, and critical thinking skills and decreases response time to implementation of the nursing care plan (Merica, 2012).

Student evaluations after our first semester of walking rounds with moulage have been positive. Students expressed excitement about learning using the hands-on approach of walking rounds. Bringing manikins to life has been exciting for students and faculty and we look forward to further incorporation of this teaching strategy into our nursing programs.

Reference

Merica, B. J. (2012). *Medical moulage: How to make your simulations come alive*. Philadelphia, PA: F.A. Davis Company.



Pressure ulcer



Left hip arthroplasty postoperative complication



POSITION STATEMENT: 94-1

ADMINISTRATION OF IV CONSCIOUS SEDATION BY THE REGISTERED NURSE will be reviewed this year by the ASBN Practice Committee. Any comments are appreciated and should be sent to the attention of mtrentham@arsbn.org by April 30, 2013 for the May 2013 meeting. Public comment dates will be posted on the ASBN website, Facebook and Twitter.



1913 2013

A Century of Nursing Leadership
The Arkansas State Board of Nursing

Come celebrate our 100th Anniversary

Meet & Greet ASBN Board and Staff members, door prizes, education exhibits, nursing exhibits

April 30, 2013
Baxter Regional Medical Center, Mountain Home, 5 – 7 p.m.

May 30, 2013 –
Faulkner County Home Health, Conway, 2 – 4 p.m.



The Employment
EXPERTS

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BUT I AM A GOOD NURSE!

Many complaints sent to the board of nursing involve something as simple as failure to document medications, treatments, symptoms and responses. Documentation is basic in nursing school training. In fact, I cannot think of a class that did not involve some level of documentation when I was in nursing school. Documentation standards have been simplified over the years with the introduction and utilization of documentation by exception. Nurses who had been in the profession for some length of time did not often readily accept this mode of documentation. I know. I was still on the floor when this was introduced. Then technology became more affordable and hospitals, clinics, and care facilities incorporated computerized documentation into patient care. Now an electronic medical record (EMR) is the national goal. Unfortunately, I witnessed a lot of good nurses leave the profession when computers were introduced into nursing.

The complaints we see related to documentation generally involve documentation of administration of medications, especially controlled substances. Many controlled substances are written for as needed use to control pain. Therefore, it is imperative the pain is documented in the nurse's notes. Identify the pain using qualifiers such as location, dull, sharp, burning, and radiating, what makes it better, what makes it worse? Use a pain scale to allow the patient to rate the pain. There are multiple pain scales available, and most institutions have adopted at least one style.

When administering the controlled substance, be sure to follow up on the efficacy of the drug administered. Is the patient feeling better, the same, or

worse? Is the patient having a reaction to the medication administered? Check the blood pressure and respirations. Have they changed from the patient's baseline?

Without this documentation, the nurse cannot defend that the medication was administered or that a treatment was performed. After the investigation, if the documentation is lacking, the nurse may be charged with unprofessional conduct. The *Nurse Practice Act* of the State of Arkansas, A.C.A. §17-87-309 (Amended 1999) and Arkansas State Board of Nursing *Rules*, Chapter 7, Section IV state: The Board shall have sole authority to deny, suspend, revoke or limit any license to practice nursing or certificate of pre-practice authority issued by the board

or applied for in accordance with the provisions of this chapter or to otherwise discipline a licensee upon proof that the person is guilty of unprofessional conduct. Examples of unprofessional conduct involving poor documentation or failure of documentation include:

- a. Failing to assess and evaluate a patient's status or failing to institute nursing intervention, which might be required to stabilize a patient's condition or prevent complications;
- b. Failing to accurately or intelligibly report or document a patient's symptoms, responses, progress, medications, and/or treatments;
- c. Failing to make entries, destroying entries, and/or making false entries

continued on page 14

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VA

- in records pertaining to the giving of narcotics, drugs, or nursing care; or
- d. Failing to administer medications, and/or treatments in a responsible manner.

Nurses will immediately state how they know they did administer the medication or the treatment ordered. Without having documented the event, unfortunately, they have no way to prove to the employer, the Board of Nursing, or the court that they did anything. Remember from school: IF IT WAS NOT DOCUMENTED, IT WAS NOT DONE.

It becomes concerning when controlled substances are involved. Did the patient receive the medication? It may be signed out of the Pyxis for the patient, but that only indicates it was taken from the Pyxis. How is the patient receiving safe, quality care if the documentation fails to identify what medications the patient received? It also makes an unsafe environment for the next licensed person to care for the patient. Nurses rely on documentation or absence thereof, so the patient may fail to receive the appropriate care or risk an overdose of a medication. Undocumented administration of extra potassium or insulin can be as lethal as an overdose of morphine.

It is the practice of the Board to discipline a nurse for documentation errors involving controlled substances to generally include drug testing of the nurse during probation. The Board's goal is to protect the public. A nurse may have poor documentation skills but so may a nurse diverting controlled substances for recreational use. Therefore, both nurses will generally be placed on probation and required to randomly drug test. We are not saying that both nurses are diverting controlled substances but rather facility personnel cannot account for the administration of the controlled substance removed without the appropriate nursing documentation.

Be mindful of your practice. You are responsible for your nursing license and your privilege to practice nursing in Arkansas. Further questions may be sent to mtrentham@arsbn.org.

Health Management

JRMC

Mercy

THE CLINICAL NURSE LEADER: AN INNOVATIVE ROLE



A revolution is sweeping through health care settings in America. The “change” mantra cannot be ignored as reimbursement moves from “pay for service” to “pay for performance.” The last decade propelled quality and safety to the top of providers’ agendas. Efficiency and cost effectiveness are imperatives as well, causing health care providers to streamline processes. The Affordable Care Act ensures change will persist as data from electronic medical records becomes available, patient access increases, and focus shifts toward health promotion and disease prevention. Yet, in the midst of all this change, nursing models of care have

essentially stayed the same—until now. A new nursing role, the Clinical Nurse Leader (CNL), challenges preconceived ideas about the nurse’s position in health care venues and holds the potential for making nurses key players in the changing health care landscape.

Recognizing the need for a new nursing role to meet the challenges of the 21st century, the American Association of Colleges of Nursing (AACN) partnered with academic and practice sectors to develop the CNL role. The AACN White Paper (2007) introduced the role. CNLs are master’s prepared generalists, skilled in bringing evidence-based practice to the patient at the point of care. Along with advanced clinical skills, CNLs are trained in systems assess-

ment and leadership, risk anticipation, informatics, outcomes management, evidence-based practice, team building, health policy, economics and quality improvement. They function on the unit (microsystem) as clinical experts, and are catalysts for grassroots improvement in the larger system. As the number of CNLs grows in the United States (2,332 CNLs nationwide as of 2012), patient outcomes improve, including increased participation of residents in a restorative dining program on a transitional care unit, decreased ambulatory surgery cancellations in an ambulatory surgery unit, and

improved use of deep vein thrombosis prophylaxis on a surgical intensive care unit. These represent a small fraction of the hundreds of documented outcome improvements attained through CNL practice thus far (Hix, McKeon, & Walter, 2009).

The University of Central Arkansas offers the first CNL program in Arkansas as one of its graduate level tracks. Sharon Aureli, one of the first CNL students in the state, said she feels this role opens numerous opportunities to make changes related to patient care coordination and the development of quality improvement strategies, using evidence-based practice as the cornerstone for this new direction of care. “To me, clinical nurse leaders, with their unique credentialing and knowledge base, will be the thread that mends the fragmented care we currently experience. As a ‘lateral integrator,’ my vision is to work with patients and staff within a specialized unit, promoting critical thinking, using a team based approach, with emphasis on cost savings and improving patient outcomes.”

If you are interested in finding out about this exciting new nursing role, contact Kerry Jordan at kjordan@uca.edu.

American Association of Colleges of Nursing (2007). White paper on the education and role of the Clinical Nurse Leader. Retrieved from http://www.nursing.vanderbilt.edu/msn/pdf/cm_AACN_CNL.pdf

Hix, C., McKeon, L., & Walter, S. (2009). Clinical nurse leader impact on clinical microsystems outcomes. *The Journal of Nursing Administration*, 39(2): 71-76.



NEW ONLINE APPLICATION SYSTEM STREAMLINES THE APPLICATION PROCESS!

The Arkansas State Board of Nursing (ASBN) is accepting applications via a new online application system. The following application types are processed via the new system: NCLEX® exam candidates (RN, LPN, LPN equivalency -- U.S. educated only), Endorsement from another state (RN, LPN/LVN, LPTN, APN), Advanced Practice Nurse (APN) -- initial (ANP, CRNA, CNS, CNM), Prescriptive Authority, Retired license (RN, LPN, LPTN, ANP, CRNA, CNS, CNM), Refresher course temporary permit, and Medication Assistant.

Previously, applicants submitted paper applications that were manually processed through several departments before determination of examination eligibility or issuance of licensure. The streamlined process will enhance efficiency. An important feature of the online application system is the applicant's ability to check the status of his or

her specific application. The Application Status feature allows the applicant to access a secure portal from the ASBN website, so the ASBN is able to communicate information to the applicant regarding his or her application as it progresses through the application process.

We're excited to continue to move forward as we go greener in an effort to reduce our carbon footprint!



Care IV

Reserved for ad

DOCTOR OF NURSING PRACTICE TO EXPAND NURSES' KNOWLEDGE, IMPROVE PATIENT OUTCOMES

Shena Ranon, a nurse practitioner from Winter Haven, Fla., has been waiting for the announcement the University of Arkansas made recently.

"I want to expand my knowledge," said Ranon, who earned a bachelor's and a master's degree in nursing from the U of A. She plans to pursue the Doctor of Nursing Practice the U of A will offer beginning this fall. "I want the terminal degree to make sure I have the knowledge base I need for my patients. The main thing for me is the clinical aspect, and I also want to improve my leadership skills to improve patient outcomes."

Ranon is the inpatient nurse practitioner for a urology group, and she represents the type of nurses the new degree program will attract. The new degree is part of continuing efforts by the Eleanor Mann School of Nursing to better prepare nurses by raising their education level, with the ultimate goal of improving health care.

Arkansas is a rural state with many challenges in the changing and complex health care environment, said Pegge Bell, director of the Eleanor Mann School of Nursing.

"We must address the fact that the hospitals in Arkansas are among the most deeply challenged in the country for the treatment of certain diseases, conditions and procedures such as bypass surgery, heart disease, pneumonia and sepsis," Bell said. "Among the most critical of these challenges is the health of our residents. Arkansas ranks 48th in America's Health Rankings (published in 2012 by United Health Foundation). Our four major causes of death are cancer, diabetes, heart disease and stroke – most of them preventable with appropriate primary care services."

The effects of the new doctoral program

will reach beyond the borders of Arkansas since nurses who live in other states can enroll because of the program's primarily online delivery.

The doctorate, which emphasizes nursing practice and leadership rather than research, will use a hybrid delivery, requiring between one and three visits to the Fayetteville campus. The courses will be delivered online, and students will complete clinical hours under the supervision of a preceptor approved by the nursing school. Students may choose one of two specialties: adult/geriatric clinical nurse specialist and adult/geriatric acute care nurse practitioner.

The program will offer two entry levels, one for students with a bachelor's degree and one for students with a master's degree. The students admitted into the post-baccalaureate level will be required to take more hours than those who already hold a master's degree.

"For me, the online factor is the biggest key," Ranon said. "I couldn't enroll in a program where I had to go to class. I also wanted to continue with Arkansas because of the faculty there. I appreciate the way they teach and their love for the nursing field. I know I can count on them to get a good education."

For more information, visit <http://nurs.uark.edu>.

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Join Arkansas's new online organ and tissue donor registry, and you can save a life with the click of a button.

Currently, there are more than 114,000 people waiting for organ transplants.

And making the decision to donate your loved-one's organs and tissue can make the difference in someone having a second chance at life.

So, register as an organ and tissue donor, and honor those who've chosen to give.

Remember, giving up a little of your time may one day give someone else so much more of theirs.

Log on and register today!



SCAN THIS CODE
WITH YOUR
SMART PHONE
AND INSTANTLY
VISIT THE NEW
ONLINE REGISTRY



Arkansas Regional
Organ Recovery Agency

Arkansas

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YOU CAN SAVE A LIFE WITH THE CLICK OF A BUTTON. ONLINE OR ON THE GO.

WEB | MOBILE

INCREASING THE 2013 NCLEX-RN® PASSING STANDARD

The National Council of State Boards of Nursing, Inc. (NCSBN) voted on Dec. 17, 2012, to raise the passing standard for the NCLEX-RN Examination (the National Council Licensure Examination for Registered Nurses). The passing standard was revised from the current -0.16 logits* to 0.00 logit beginning April 1, 2013, with the implementation of the 2013 NCLEX-RN Test Plan. The new passing standard will remain in effect through March 31, 2016.

After consideration of all available information, the NCSBN Board of Directors determined that safe and effective entry-level RN practice requires a greater level of knowledge, skills, and abilities than was required in 2009 when NCSBN implemented the current standard. The passing standard was increased in response to changes in U.S. health care delivery and nursing practice that have resulted in the greater acuity of clients seen by entry-level RNs.

The BOD used multiple sources of information to guide its evaluation and discussion regarding the change in passing standard. As part of this process, NCSBN convened an expert panel of nine

nurses to perform a criterion-referenced standard setting procedure. The panel's findings supported the creation of a higher passing standard. NCSBN also considered the results of national surveys of nursing professionals including nursing educators, directors of nursing in acute care settings and administrators of long-term care facilities.

In accordance with a motion adopted by the 1989 NCSBN Delegate Assembly, the NCSBN Board of Directors evaluates the passing standard for the NCLEX-RN Examination every three years to protect the public by ensuring minimal competence for entry-level RNs. NCSBN coordinates the passing standard analysis with the three-year cycle of test plan evaluation. This three-year cycle was developed to keep the test plan and passing standard current. A PDF of the 2013 NCLEX-RN Test Plan is available free of charge from the NCSBN website at https://www.ncsbn.org/2013_NCLEX_RN_Test_Plan.pdf.

*A logit is defined as a unit of measurement to report relative differences between candidate ability estimates and item difficulties.

Reserved



Announcing ...

2013 Nursing Compassion & 2012 Nurse Educator of the Year Awards Ceremony — June 8th

New Time. New Place. New Award.

Mark your calendar and reserve your table today!

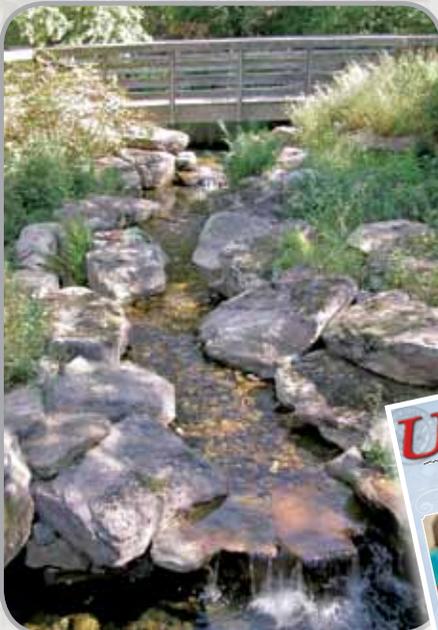


The Arkansas State Board of Nursing...Celebrating a Century of Nursing Leadership, is the theme of the 9th Annual 2013 Compassionate Nurse and Nurse Educator of the Year awards, Saturday, June 8th.

It's held in the beautiful Wildwood Park for the Arts in West Little Rock. Seating is limited-Order your table early!



- We hope to have nominees from every county
- Be sure you're a part of this celebration.
Nominate a candidate from your school or facility.
- Order your reserved table early. Seating is limited.
- Be a part of ASBN's Century of Leadership celebration!



2012
Nursing
Compassion
AWARD

2012
Outstanding
NURSE
Educator
AWARD



**PUBLISHING
CONCEPTS, INC.**

**Nursing Compassion
Award Winner
Sherrie Guinn, RN**



2013 Nursing Compassion AWARD NOMINEES

Congratulations
Penelope (Penny) Stake Blanton RN
 Conway Regional Medical Center
 CONWAY

Congratulations
Donna Chapman
 Good Samaritan Society

Congratulations
Mary Ann Dalmut RN
 UAMS Internal Medicine

 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES
 LITTLE ROCK

Congratulations
Cynthia Daniels LPN
 The Woods of Monticello
 LITTLE ROCK

Congratulations
Rebekah Davis RN
 JRMC

 PINE BLUFF

Congratulations
Kathy Drennan RN
 Helena Regional Medical Center
 HELENA

Congratulations
Devra Jan Dougan RN
 UAMS-AHEC/Dept of Health
 LITTLE ROCK

Congratulations
Belva D. Dyer RN
 Arkansas Childrens Hospital

 LITTLE ROCK

Congratulations
Amy Lynne Ford RN
 UAMS Myeloma Clinic

 UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES
 LITTLE ROCK

Congratulations
Zoe Hackett RN
 Chicot Memorial Medical Center
 CHICOT

Congratulations
Edgar Hall RN
 Visiting Nurse Assoc. of Ar

 LITTLE ROCK

Congratulations
Carolyn Hambuchen RN
 Conway Regional Medical Center
 CONWAY

Congratulations
Cara Harris RN
 The Woods of Monticello
 MONTICELLO

Congratulations
Judy Hewitt LPN
 The Woods of Monticello
 MONTICELLO

Congratulations
Pam Hoskins LPN
 The Woods of Monticello
 MONTICELLO

Congratulations
Sheila Jordan RN
 Visiting Nurse Assoc. of Ar

 LITTLE ROCK

Congratulations
Phyllis Ann Kendrick RN
 Arkansas Heart Hospital
 LITTLE ROCK

Congratulations
Becky Osment RN
 Visiting Nurse Assoc. of Ar

 LITTLE ROCK

Congratulations
Alisa Petet RN
 Gastro Arkansas
 LITTLE ROCK

Congratulations
Marie Sims RN
 Visiting Nurse Assoc. of Ar

 LITTLE ROCK

Congratulations
Rosemary Terrice RN
 Visiting Nurse Assoc. of Ar

 LITTLE ROCK

Congratulations
Delois Turner RN
 JRMC

 PINE BLUFF

Congratulations
Jennifer Varner RN
 White County Medical Center
 SEARCY

Congratulations
Lakendra Watson LPN
 The Woods of Monticello
 MONTICELLO

2013
Outstanding Educator
NURSE AWARD NOMINEES

Congratulations
Sonia Green
 Baptist Health Schools
 Little Rock
 LITTLE ROCK

Congratulations
Linda Hendricks
 Baptist Health Schools
 Little Rock
 LITTLE ROCK

Congratulations
Linda Castaldi
 National Park
 Community College
 HOT SPRINGS

Congratulations
Pattie Esmail
 Jack Stephens Heart
 Institute
 LITTLE ROCK

Congratulations
Meredith Green
 Washington Regional
 Med Center
 FAYETTEVILLE

Congratulations
Nikki Lackey RN
 College of the
 Ouachitas
 MALVERN

Congratulations
Deborah Lynn Hill
 Crowley's Ridge
 Technical Institute
 FORREST CITY

Congratulations
Katheryn Pierce, RN
 JPMC School of Nursing
 PINE BLUFF

CELEBRATE THE 6th ANNUAL NURSING COMPASSION AWARD
and 2ND ANNUAL NURSING EDUCATOR OF THE YEAR AWARD

Wildwood Park for the Arts in Little Rock, Saturday, June 8, 2013

LIMITED SPACE AVAILABLE - CALL FOR RESERVATIONS

LAST CALL FOR NOMINEES
DEADLINE EXTENDED to APRIL 30TH

You are invited to join us on June 9th for the Nursing Compassion and Nurse Educator of the Year Award luncheon and celebration. Two of these nominees will be the recipient of these prestigious awards!

After the luncheon we will begin recognition of the top 24 nominees. We will share some wonderful stories that have made each of them shining examples of Arkansas Nursing.

To support the event we are taking reservations for our special guests and their supporters. Your reservation provides lunch for 10 people and the total donation is \$500 with net proceeds, from the event, going to the ThinkNurse scholarship fund.

From the words of a previous compassion award winner ... "Thanks so much for making my life wonderful last May. The nursing Compassion Award has changed my life. The experience has been so overwhelming- from the prizes, the magazine article, being Grand Marshall at Christmas and speaking at Harding University- I never thought about me being a winner. Thanks so much." Angie Durham.

Come out in force to salute and celebrate your **Arkansas nursing**...and know that net proceeds from this event go to educating nurses for our future.

To reserve a table for 10 please call Suzanne Ramsel 1-501-221-9986 ext 101.



MESSAGE TO OUR NATION'S HEALTH CARE PROVIDERS: **HIPAA PRIVACY RULE**

In light of recent tragic and horrific events in our nation, including the mass shootings in Newtown, CT, and Aurora, CO, I wanted to take this opportunity to ensure that you are aware that the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule does not prevent your ability to disclose necessary information about a patient to law enforcement, family members of the patient, or other persons, when you believe the patient presents a serious danger to himself or other people.

The HIPAA Privacy Rule protects the privacy of patients' health information but is balanced to ensure that appropriate uses and disclosures of the information still may be made when necessary to treat a patient, to protect the nation's public health, and for other critical purposes, such as when a provider seeks to warn or report that persons may be at risk of harm because of a patient. When a health care provider believes in good faith that such a warning is necessary to prevent or lessen a serious and imminent threat to the health or safety of the patient or others, the Privacy Rule allows the provider, consistent with applicable law and standards of ethical conduct, to alert those persons whom the provider believes are reasonably able to prevent or lessen the threat. Further, the provider is presumed to have had a good faith belief when his or her belief is based upon the provider's actual knowledge (i.e., based on the provider's own interaction with the patient) or in reliance on a credible representation by a person with apparent knowledge or authority (i.e., based on a credible report from a family member of the patient or other person). These provisions may be found in the Privacy Rule at 45 CFR § 164.512(j).

Under these provisions, a health care provider may disclose patient information, including information from mental health records, if necessary, to law enforcement, family members of the patient, or any other persons

who may reasonably be able to prevent or lessen the risk of harm. For example, if a mental health professional has a patient who has made a credible threat to inflict serious and imminent bodily harm on one or more persons, HIPAA permits the mental health professional to alert the police, a parent or other family member, school administrators or campus police, and others who may be able to intervene to avert harm from the threat.

In addition to professional ethical standards, most states have laws and/or court decisions which address, and in many instances require, disclosure of patient information to prevent or lessen the risk of harm. Providers should consult the laws applicable to their profession in the states where they practice, as well as 42 CFR Part 2 under federal law (governing the disclosure of substance abuse

treatment records) to understand their duties and authority in situations where they have information indicating a threat to public safety.

We at the Office for Civil Rights understand that health care providers may at times have information about a patient that indicates a serious and imminent threat to health or safety. At those times, providers play an important role in protecting the safety of their patients and the broader community. I hope this letter is helpful in making clear that the HIPAA Privacy Rule does not prevent providers from sharing this information to fulfill their legal and ethical duties to warn or as otherwise necessary to prevent or lessen the risk of harm, consistent with applicable law and ethical standards.

UCA

Here for you, *for life.*

Jessica Royal, RN, BSN, PCCN
Assistant Director, Cardiology

"I started here as a staff nurse, moved into the role of a charge nurse, then became a preceptor to train and mentor new nurses, then shortly after that I was promoted to Assistant Director of Cardiology. Washington Regional has some of the areas best physicians and nurses, and I love that the hospital is committed to community service." – Jessica

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Melissa Williams, Employment Manager.



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CERTIFIED NURSES DAY • MARCH 19

In honor of Certified Nurses Day, Arkansas Children's Hospital celebrates ACH nurses who have achieved national certification. We appreciate and recognize your outstanding commitment to professional excellence in nursing.



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ASBN FINANCES

The Centennial Celebration of the Arkansas State Board of Nursing has caused us all to take a look back in history. We hope you will get a chance to attend one of the celebration events this year and see the interesting items on display. A lot has changed over the years, including the finances of the Board. Some of the financial items located were audits from previous years. Below, you can find some information from previous years to give you an idea of how things have changed.

Information From:	Audit Report for the year ended October 15, 1929 For the Arkansas State Board of Nurse Examiners	Audit Report for the year ended June 30, 1975 For the Arkansas State Board of Nursing	Financial Reports for the year ended June 30, 2012 For the Arkansas State Board of Nursing
Fund Balance	\$2,391.44	\$221,162.78	\$2,523,512.81
Total Income for the Year	\$2,486.00	\$259,396.60	\$2,574,182.10
Total Expenses for the Year (including Special Revenue Fee)	\$1,020.94	\$165,001.69	\$2,880,117.50
Payroll	2 lines for payroll Secretary \$300.00 Clerical Help \$50.00	6 Authorized Positions Salaries and Extra Help Expense: \$59,905.08	27 Authorized Positions Salaries \$1,383,001.10
Office Rent	\$0.00	\$9,800.00	\$140,636.76
Other Information	Expenses included purchase of portable typewriter and registration cards	Renewal fee=\$10.00 Examination fee=\$30.00 Endorsement fee=\$30.00	Renewal fee RN= \$75.00 Renewal fee LPN= \$65.00 Examination fee = \$75.00 Endorsement fee= \$100.00

Personally, I am glad the portable typewriter used to type the registration cards has been replaced by online renewals and online verification of licensure. Like everything else, the cost of nursing regulation has increased. But then again, the services and convenience have improved as well. With all the changes we have witnessed and had a chance to review over the last 100 years, I can't wait to see what is coming next.



The full statutory citations for disciplinary actions can be found at www.arsbn.org under *Nurse Practice Act*, Sub Chapter 3, §17-87-309. Frequent violations are A.C.A. §17-87-309 (a)(1) "Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing or engaged in the practice of nursing without a valid license;" (a)(2) "Is guilty of a crime or gross immorality;" (a)(4) "Is habitually intemperate or is addicted to the use of habit-forming drugs;" (a)(6) "Is guilty of unprofessional conduct;" and (a)(9) "Has willfully or repeatedly violated any of the provisions of this chapter." Other orders by the Board

include civil penalties (CP), specific education courses (ED), and research papers (RP). Probation periods vary and may include an employee monitored nurse contract and/or drug monitoring and treatment programs.

Each individual nurse is responsible for reporting any actual or suspected violations of the *Nurse Practice Act*. To submit a report use the online complaint form at www.arsbn.org, or to receive additional information, contact the Nursing Practice Section at 501.686.2700 or Arkansas State Board of Nursing, 1123 South University, Suite 800, Little Rock, Arkansas 72204.

PROBATION

Abbott, Travis James
L048571, Little Rock
A.C.A. §17-87-309(a)(1),(a)(2),(a)(6)&(a)(9)
Probation 1 ½ years
Civil Penalty - \$1,500.00

Campbell, Rebecca Ann
R092524, Rogers
A.C.A. §17-87-309(a)(2)&(a)(4)
Probation - 1 year

Davis, Lance Oneal
L051406, Jonesboro
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 3 years
Civil Penalty - \$1,500.00

Eubanks, Amy Annette Eubanks Keller
L041427, Springdale
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 3 years

Hotz, Seth Joseph
R092525, Fort Smith
A.C.A. §17-87-309(a)(2)&(a)(4)
Probation - 1 year

Jester, Gloria K. Thomason
R053608, Sherwood
A.C.A. §17-87-309(a)(4),(a)(6)&(a)(9)
Probation - 2 years
Civil Penalty - \$1,000.00

Lamphear, Catherine Latona Mauldin
Lamphear Hoover
R050277, Kansas, OK
A.C.A. §17-87-309(a)(2),(a)(4)&(a)(6)
Probation - 3 years
Civil Penalty - \$1,500.00

Payne, Craig Alan
R092646, Searcy
A.C.A. §17-87-309(a)(2)
Probation - 1 year

Pearson, Christine Lacia
L053692, Batesville
A.C.A. §17-87-309(a)(2)&(a)(4)
Probation - 1 year

Scott, Ashley Crystal Campbell
L046250, Fort Smith
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 1 year
Civil Penalty - \$500.00

Sipa, Britney Danon
R087882, Jonesboro
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 5 years
Civil Penalty - \$2,500.00

Tempelmeyer, Darla Marie
R088140, Fort Smith
A.C.A. §17-87-309(a)(6)
Probation - 18 months
Civil Penalty - \$750.00

Wallace, Jonathan Kyle
R077371, Little Rock
A.C.A. §17-87-309(a)(2),(a)(4)&(a)(6)
Probation - 2 years

Williamson, William David
R082765, L043070, Little Rock
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 3 years

SUSPENSION

Flowers, Kirstyn Dawn Delalto
L050405, Benton
Probation Noncompliance
Suspension - 2 years, to be followed by Probation - 2 years
Civil Penalty - \$2,000.00

Lawson, Alan Rice
R034529, Fayetteville
Probation Noncompliance
Suspension - until terms met, to be followed by Probation - 2 years
Civil Penalty - \$1,000.00

Light, Amy Renee Staggs Gibbons
R051439, Benton
Probation Noncompliance
Suspension - 2 years, to be followed by Probation - 2 years
Civil Penalty - \$2,000.00

Miller, Sheila B. Walker Dawes
L034338, Almyra
Probation Noncompliance
Suspension - 2 years, to be followed by Probation - 3 years
Civil Penalty - \$2,500.00 plus prev. bal.

Plummer, Emma Louise Quillin
L036489, Hot Springs
Probation Noncompliance
Suspension - 3 years, to be followed by Probation - 2 years
Civil Penalty - \$2,500.00 plus prev. bal.

West, Debra Charlene Moss Taylor
R038144, A001288, PAC No. 1209, P001115, DeWitt
A.C.A. §17-87-309(a)(6), Arkansas State Board of Nursing Rules: Chapter Four, Surrender of PAC No. 1209 - 4 years
Suspension - 1 year, to be followed by Probation - 3 years
Civil Penalty - \$5,800.00

VOLUNTARY SURRENDER

Ahsam, Barbara Helene
R040785, Atlanta, GA
December 19, 2012

Bennett, Alicia Marie
L052366, Hot Springs
November 15, 2012

Cannon, Michele Lynn
L041450, Benton
December 5, 2012

Carlton, Jennifer Lynn Hainline
R081448, L038272
Sulphur Springs
November 21, 2012

Dahlem, Ronald David
L034122, Fort Smith
January 2, 2013

Irvan, Deborah Lee Lawson
R054256, L031298
January 8, 2013

Ivory, Larissa Jane Michele Platz
R083183, L039545, Jacksonville
December 4, 2012

McCalman, Jamie Lynn
R072615, Greenbrier
December 7, 2012

McDaniel, Zachary Paul
L052294, Jonesboro
December 18, 2012

Rogers, Earl Edward
R054849, Bella Vista
December 6, 2012

Short, Patricia Diane Mars
R029158, Jacksonville
December 4, 2012

Smith, Alpha Sun
R069752, Greenwood
December 11, 2012

Steele, Angela Michelle
R077505, Little Rock
January 3, 2013

Tate, Lisa Ann
R050338, Siloam Springs
December 6, 2012

Thomas, Sarah Jean Korolko
R079942, Siloam Springs
January 2, 2013

Thompson, Melinda M.
L045919, Huntsville
January 8, 2013

Valley, Aaron Joseph
R088252, L045615
North Little Rock
November 19, 2012

Wade, Richard Franklin
R082674, Sheridan
December 4, 2012

Walley, Lori Kristine
L051989, Crossett
December 12, 2012

Continued on page 28

REINSTATEMENTS WITH PROBATION

Coffman, Amie Louise Thomas
R068457, North Little Rock
A.C.A. §17-87-309(a)(4)&(a)(6)
Reinstate to Probation – 4 years
Civil Penalty - \$2,000.00

Ford, Kerry Lynn Ford Cozart
R055025, Marked Tree
Probation Noncompliance
Reinstate to Probation – 5 years
Civil Penalty - \$2,500.00

Garrett, Kristy Diane Youngblood Long
R071284, L038144, Benton
A.C.A. §17-87-309(a)(4)&(a)(6)
Reinstate to Probation – 5 years
Civil Penalty - \$2,500.00

Golleher, Dana Lynn Austin
L035019, DeWitt
A.C.A. §17-87-309(a)(1),(a)(4)&(a)(6)
Reinstate to Probation – 5 years
Civil Penalty - \$2,500.00

Limbaugh, Cindy Paige Gardner
R066439, L027878, Newport
Probation Noncompliance
Reinstate to Probation – 4 years
Civil Penalty - \$1,500.00 plus prev. bal.

May, Amy Marie Russell
L042424, Sparkman
Probation Noncompliance
Reinstate to Probation – 5 years
Civil Penalty - \$2,000.00 plus prev. bal.

Plumlee, Desiree Plumlee Smith
R071715, Springdale
A.C.A. §17-87-309(a)(4)&(a)(6)
Reinstate to Probation – 5 years
Civil Penalty - \$3,700.00

Radford, Cassandra Evette White Brazelle
L039079, Little Rock
December 20, 2012
Reinstate to Probation – 2 years

REPRIMAND

Colebank, Janice Arlene Crook
R062965, Alexander
December 19, 2012

Harris, Tonya Shay Sorrells Humphrey
R055602, Star City
November 20, 2012

Spaulding, Susan Kaye
R084484, Hilton, NY
December 20, 2012

Willingham, Melanie Ann Cole
L042480, Fort Smith
November 27, 2012

REVOCATION

Henson, Allen Keith
L050348, Newport
January 9, 2013

PROBATIONARY STATUS REMOVED

Bradshaw, Tonya Gail Kelly
L039979, Camden
November 27, 2012

Despain, Jr., Robert Doyle
R084284, Paragould
November 27, 2012

Eidt, William Daniel
R076887, Benton
November 27, 2012

Hice, Diane Michelle Lawrence Freeman
R067082, Springdale
November 27, 2012

Honour, Charlayne Walls Jones Brooks
R040303, Crossett
November 27, 2012

Huey, Mary Jane Teed Ramsay
R23896, Little Rock
November 27, 2012

Jackson, Buffy Jo
R085980, Conway
November 27, 2012

Miller, Julie France
R018444, Little Rock
November 27, 2012

WAIVER DENIED

Washington, Antoinette
PN Applicant, Little Rock
January 9, 2013

WAIVER GRANTED

Paslay, Timothy Orenthal
RN Applicant, Texarkana
January 9, 2013

PROBATION

Acevedo, Shannon Michele Smith
L044852, Hot Springs
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 1 year

Baglio, Bradley Dean
R041954, Benton
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$900

Baglio, Kelly Ann O'Sullivan McClain
R068849, Benton
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$1,500

Baxter, Aaron Arthur
R092943, Conway
A.C.A. §17-87-309(a)(2)&(a)(4)
Probation – 1 year

Dangerfield, Marilyn Jeanette Worley
R052770, Searcy
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$1,300

Daniel, Amy Dalynn
R092942, Texarkana
A.C.A. §17-87-309(a)(2)
Probation – 2 years

Dobbs, Melissa Kennette Edwards
R036000, Hot Springs
A.C.A. §17-87-309(a)(6)
Probation – 1 year

Green, Misty Don Stevens Darr
R064701, L038016, Trumann
Probation Non-Compliance
Probation – 3 years
Civil Penalty - \$1,000

Lawrence, Misty Gail Netherland
R077735, El Dorado
A.C.A. §17-87-309(a)(6)
Probation - 2 years
Civil Penalty - \$1,800

Rahl, Jamie Lee
L049572, Springdale
A.C.A. §17-87-309(a)(6)
Probation – 4 years
Civil Penalty - \$2,500

Richmond, Amanda Lynn
R080808, L045674, Salem
A.C.A. §17-87-309(a)(4),(a)(6)&(a)(9)
Probation – 5 years

Weatherford, Amanda
R067785, L039504, Maumelle
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$800

SUSPENSION

Funmaker, Brandi Jeanne Brownfield
R078452, Van Buren
Letter of Reprimand
Noncompliance
Suspension – until terms met

Lebaron, Stacy Janette
R051068, Pine Bluff
A.C.A. §17-87-309(a)(7)
Suspended – until terms met

Satterfield, Gregory Scott
R085591, Little Rock
A.C.A. §17-87-309(a)(6)
Suspension – 2 years
Probation – 2 years
Civil Penalty – \$2,687.50

Sliger, Julie Sue Nooner
L041906, Hot Springs
Probation Noncompliance
Suspension – 2 years
Probation – 2 years
Civil Penalty - \$2,000

VOLUNTARY SURRENDER

Adams, Courtney Brooke Fuchs
R081093, Conway
February 14, 2013

Bowers, Rebecca Leona
L033506, Van Buren
January 22, 2013

Boyd, Stephanie Rae
L041699, Green Forest
February 19, 2013

Brush, Jennifer Anne
R073119, Texarkana
February 4, 2013

Ceola, Steven Derek
C001037, R034362, P000945,
Lowell
February 6, 2013

Free, Jonathan Porter
R076842, Little Rock
February 26, 2013

Gammill, Dean
R070657, L039967, Little Rock
January 10, 2013

Gurnsey, Karina Rochelle
L046358, Jonesboro
February 25, 2013

Langel, Marquita Antoinette
L044825, Pine Bluff
February 7, 2013

McCarty, Harry Douglas
R035359, Benton
February 5, 2013

Minor, Catherine Lois
L024073, Hensley
February 4, 2013

Oneal, Berenda
L046962, Oakland
February 7, 2013

Sanders, Kevin Paul
R070743, L070233, Pineville
January 30, 2013

Shields, Chad Lewis
L049095, Hot Springs
January 11, 2013

Sumpter, Julie Rebecca Stewart
R080784, Searcy
February 12, 2013

Williams, Tia Rae
L026978, Bismarck
February 4, 2013

REINSTATEMENTS WITH PROBATION

Fraley, Barbara Lucille Wilson
L029666, Lavaca
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 5 years

Samuel, Denise Raylene Henthorn
Horton
R032964, Amity
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation - 2 years
Civil Penalty - \$1,000

REINSTATEMENTS

Merritt, Janetta Michelle
L034246, Osceola
January 29, 2013

Moon, Leslie Morris
L041245, Greenville, TX
February 1, 2013

REPRIMAND

Arnold, Pamela Sue
L051382, Saint Joe
January 17, 2013

Hogard, Jacqueline Pamela Wolfe
L040926, Henderson
January 17, 2013

PROBATIONARY STATUS REMOVED

Carter, Jomie Kay Hawthorne
Thompson
L030658, Mountainburg
February 19, 2013

Dutton, Crystal Gayle Bridger
R090312, Jonesboro
February 19, 2013

Glass III, Joseph Frederick
R070639, Little Rock
February 19, 2013

Pine, Kiley Patrese
R084214, Little Rock
February 19, 2013

Ramer, Shirley Jane
L049470, Cabot
February 19, 2013

Ratliff, Tisia Dee Taylor
R045369, Springdale
February 6, 2013

Rowe, Elizabeth Anne Trusty Isch
Howard
R062710, Clarksville
February 19, 2013

APPEAL DENIED

King, Sonya Denise Henley
R076673, Pearcy
February 14, 2013

WAIVER GRANTED

Coon, Catherine Wynette Frank
PN Applicant, Jordan
February 14, 2013

Davis, Michelle Elaine Sutherland
PN Applicant, Greers Ferry
February 14, 2013

Peterson, Misti Lea Russell
RTP-012828, Fayetteville
February 14, 2013

Tate, Latrina Lavern
PN Applicant, Ashdown
February 14, 2013

Cannon, Ashley Nicole Rains
PN Applicant, Horatio
February 14, 2013

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