

ASBN

Update

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August 2014 Volume 18 Number 4

**CRIMINAL
BACKGROUND
CHECK**

**OF NEW GRADUATES
& FREQUENT
QUESTIONS**

**PRESCRIPTION
DRUG ABUSE
SERIES: PART I**

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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.

EXECUTIVE DIRECTOR Sue A. Tedford, MNsc, RN
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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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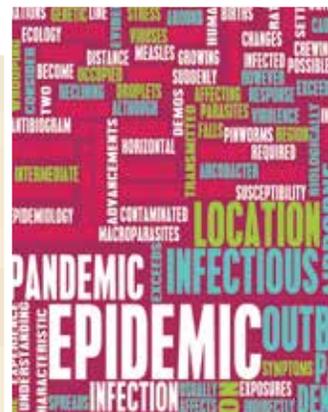
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Charting Our Path to the Future

If you have been a nurse for any length of time, you have heard of the nursing shortage. If you have been a nurse for many years, you have experienced the shortage and can say, "Been there, done that." However, the current shortage is accompanied by greater threats of gloom and doom than we have seen in the past. Many factors play a role in the current shortage that we haven't seen before, such as health care reform, retirement of the baby boomers and the recession. This combination has everyone preparing for the worst, which is not necessarily a bad thing. It has spurred many individuals and professional organizations to jump into action and take a proactive approach instead of just sitting back and waiting to see what happens.

In 2010, the Institute of Medicine (IOM) released a landmark report, *The Future of Nursing: Leading Change, Advancing Health*. This one publication has probably influenced the nursing profession more than any other single publication. The report identified four key initiatives:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy making require better data collection and information infrastructure.

Many of Arkansas' key nursing leaders joined together to develop a plan of action. As part of the plan, the Arkansas Action Coalition was created. The Arkansas Action Coalition is a diverse group of stakeholders working with the intent of effecting sustainable changes for nursing while working to build a quality health care environment for Arkansans. The Coalition is focusing on six key areas: educa-

tion, leadership, practice, inter-professional collaboration, diversity and data.

Many states have a workforce center, but Arkansas is not that fortunate. There is no single source of workforce data on Arkansas nurses; instead, multiple organizations have bits and pieces of data. The Board of Nursing has become involved with the Coalition in collecting and reporting workforce data on licensed nurses in our state. The Board has always collected data as part of the initial application process, as well as part of the license renewal process. In 2008, the Board added a set of workforce questions to the end of the RN and LPN online renewals asking questions such as degrees earned, employment setting, type of position and state(s) of licensure. In 2013, the workforce questions were revised in order to comply with the National Nursing Workforce Minimum Datasets for supply, demand and education. This provides the ability to compare data across the United States. I realize this is an extra burden on licensees and educators, but this information is vital to the future of Arkansas nurses. I want to personally thank everyone for completing the workforce questions. These questions definitely lengthen the time it takes to renew online, but with more than 96 percent of Arkansas nurses using the online process, we are able to obtain rich data, which provides a good picture of the Arkansas workforce.

Nurses are the largest group of health care providers and have a large influence on the direction health care is headed. It is vital to our future to be at the table when decisions are made. I challenge each of you to be involved and help chart our future pathway.

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

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ADVICE TO THE NEW NURSE GRADUATE



Nurses are people who devote their life to caring for other people's physical, mental, social, spiritual and emotional health. Nurses do this not

only by taking care of their patients, but also by taking care of their coworkers. When we take care of our new graduates, we are functioning in the role of a mentor.

As a new nurse, you do not have to know it all, but you are expected to know how to access information—even if that means knowing whom to ask.

The first three to four months for new nursing graduates are a shock. Life in general has changed, and you're moving from an educational culture to a health care culture where there are different expectations. The pressure is on because people's lives are at stake. It is sometimes tense in our workplaces. People's lives, or at the very least, the quality of their lives, can feel threatened. It can be a frightening time

and patients are looking to their health care team to handle things.

Make no mistake—these new nursing graduates are bright, creative and eager to practice. Mastering the skill of providing quality, independent care doesn't happen overnight. In fact, there are three four-month stages over the first year of professional practice for the newly graduated nurse. At each stage, it's important for managers, supervisors and educators to be ready and strategic as they mentor and support the progression from dependent to independent to interdependent practitioner. This graduated progression of autonomy in practice breeds a sense of confidence in the assessments, judgments and decisions nurses make. Feeling anxious about this transition is common. What you're feeling is normal. Nursing graduates may think they're the only ones feeling anxious or thinking they are incompetent, but there are others going through the same experience.

ANSELL ANNOUNCES OUTSTANDING WINNERS OF THE 2014 ANSELL H.E.R.O. NURSE SERVICE AWARD



Belva Dyer, RN

Ansell, a global leader in protection solutions, recently announced the winners of the 2014 Ansell H.E.R.O. [Heal, Educate, Reach, and Overcome] Nurse Service Award, established to recognize nurses who have made lasting impressions on their peers, patients, profession, and community.

The 2014 contest was launched at the 61st annual AORN (Association of PeriOperative Registered Nurses) Congress held March 30 - April 2, 2014 in Chicago, IL. The program began with nurses being nominated by their peers, followed by a voting period. The 10 nominees receiving the most votes from peers, friends, and family, were named the winners of the 2014 Ansell H.E.R.O. Nurse Service Award. Each winner will receive a H.E.R.O. Nurse Service Award Plaque,

nursing reference book of their choice, and will have their story profiled online at www.ansellhero.com. This year's winners, nominated by their peers and selected among 81 nominees as deserving of this honor, from Arkansas are:

Linda Easter, RN, Neurology Specialty Nurse, Arkansas Children's Hospital

Belva Dyer, RN, Rehabilitation Specialty Nurse, Arkansas Children's Hospital

"On behalf of everyone at Ansell, we would like to congratulate all of the nominees, especially the very deserving top 10," says Anthony López, President and General Manager, Medical Solutions at Ansell. "Our appreciation and admiration for what nurses do is endless, and we are thrilled that this year's program has received such exceptional exposure, so that these nurses can be widely recognized for their tireless contributions."



Linda Easter, RN



2014 NCLEX® REGIONAL WORKSHOP

More than 100 nursing program educators from Arkansas met at UAMS March 6, 2014. Nicole Williams, MSN, RN-BC and Terrence Wright, MA with the National Council of State Boards of Nursing (NCSBN), led the workshop by educating the group on how the NCLEX® RN and PN exam is developed from the initial practice analysis, development of exam questions and reports following the exam. Educators had the opportunity to work in small groups and develop NCLEX style questions using item writing principles learned



during the workshop. Overall, educators came away with resources and ideas to strengthen their programs and provide students with an understanding of the structure and importance of the NCLEX.



L to R: Tammy Claussen, MSN, RN, CNE, ASBN Program Coordinator; Nicole Williams, MSN, RN-BC, NCSBN staff; Terrence Wright, MA, NC-SBN staff; Jill Hasley, MNSc, RN, ASBN Program Coordinator



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Board Business

2014 BOARD DATES

August 12-13	NCSBN Annual Meeting, Chicago, IL
September 11	Hearings
September 12	Business Meeting
October 8	Hearings
October 9	Hearings
November 5	Hearings
November 6	Hearings

President Karen Holcomb presided over the hearings held on June 11-12 and July 9-10.

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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.

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Jessica Gonzalez	Exam Application
Amber Sanders	R073529
Nathan Shaheed	T001220
Angela Shupert	L037543
June Elizabeth Sivils	L030290
Della Williams	L028175



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Seated, L to R: Gladwin Connell, Rep. of the Older Population, Treasurer; Richard Spivey, LPN, Vice President; Karen Holcomb, RN, President; Doris Scroggin, RN, Secretary



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YOUR ROLE IN INFECTION PREVENTION

Patients in Arkansas benefit from the latest technological advances in life-saving health care, but it can come at the risk of acquiring a health care associated infection (HAI). HAIs are among the leading causes of preventable deaths in the United States and the most common complication of patient care in hospitals, ambulatory and long-term care facilities, and home health agencies. The Agency for Healthcare Research reports there are 1.7 million infections and nearly 100,000 deaths from HAIs each year; costing the U.S. health care system \$20 billion annually.

To provide the highest quality health care your community deserves and expects, it is crucial to aggressively and comprehensively address HAI prevention. The actions of nursing staff in all settings are crucial to reducing HAIs. Efforts to support infection prevention staff and make infection control a priority for you and your colleagues will reduce HAIs and preventable deaths. Quality data are increasingly tied to reimbursements and penalties, and are now publicly reported. HAIs can no longer be relegated to a behind-the-scenes aspect of patient safety.

According to the Centers for Disease Control and Prevention's (CDC) latest HAI Progress Report, Arkansas hospitals are better at controlling central line-associated bloodstream infections (44 percent lower) and surgical site infections with abdominal hysterectomy (19 percent lower) than the national baseline. However, catheter-associated urinary tract infections were 11 percent higher.

HAIs directly affect the bottom line of every health care setting. Hospitals that fail to report HAI measures could risk receiving full Medicare annual payment updates. For FY 2015, the Centers for Medicare & Medicaid Services will implement the hospital-acquired condition (HAC) reduction program. This could penalize Inpatient Prospective Payment Systems (IPPS) hospitals by

1 percent of their Medicare reimbursement if they rank among the worst-performing 25 percent with regard to HACs; HAIs carry 65 percent of that score. Payment adjustments to IPPS hospitals will begin October 1, 2014.

How to Prevent HAIs

The following outlines the CDC's top recommendations to prevent specific types of HAIs:

Catheter-associated urinary tract infections:

- Insert catheters only when appropriate; consider alternatives
- Leave catheters in place only as long as needed
- Allow only trained persons to insert and maintain catheters
- Use aseptic technique and sterile equipment when inserting catheters
- Maintain a closed drainage system
- Maintain unobstructed urine flow
- Consider using portable ultrasound to assess urine volume to reduce unnecessary catheterizations
- Consider antimicrobial/antiseptic-impregnated catheters

Surgical site infections:

- Administer antimicrobial prophylaxis; adjust dosage for obese patients; redose during procedures longer than three hours
- Treat remote infections before elective surgery
- Avoid hair removal at operative site; do not use razors
- Use antiseptic agent and technique for skin preparation
- Keep OR doors closed during surgery
- Maintain immediate postoperative normothermia
- Protect primary closure incisions with sterile dressing
- Screen preoperative blood glucose level and control level during postoperative to

maintain tight blood glucose control

- Consider nasal screening and decolonization for *Staphylococcus aureus* carriers

Central line-associated bloodstream infections:

- Remove unnecessary central lines
- Follow proper insertion practices and hand hygiene
- Use appropriate agent for skin antiseptics
- Perform hub/access port disinfection
- Educate staff on central line maintenance and insertion
- Consider chlorhexidine-impregnated dressings and chlorhexidine-bathing

Clostridium difficile infection prevention:

- Use contact precautions for duration of diarrhea; consider extending 48 hours beyond duration of diarrhea
- Disinfect equipment and environment
- Implement lab-based alert system for immediate notification of positive test results
- Educate healthcare personnel, housekeeping, patients, family and administration about *Clostridium difficile* infection
- Presumptive isolation for symptomatic patients pending *C. diff* infection confirmation
- Evaluate and optimize testing for *C. diff* infection
- Implement hand hygiene before exiting room of infected patient
- Implement universal glove use on units with high *C. diff* infection rates
- Use bleach or sterilants for environmental disinfection

SOURCE: Centers for Disease Control and Prevention, National Center for Emerging and Zoonotic Infectious Diseases, March 23, 2012

NCSBN PROVIDES NURSYS E-NOTIFY FREE OF CHARGE TO NURSE EMPLOYERS

Chicago – The National Council of State Boards of Nursing (NCSBN) will now provide automatic licensure, discipline and publicly available notifications quickly, easily, securely and free of charge to institutions that employ nurses or maintain a registry of nurses free of charge through Nursys e-Notify. Nursys is the only national database for licensure verification, discipline for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs). Nursys data is pushed directly from participating[1] boards of nursing's (BONs) databases through frequent, secured updates. Nursys is live and dynamic, and all updates to the system are reflected immediately. Nursys is designated as a primary source equivalent database through a written agreement with participating BONs. NCSBN posts licensure and discipline information in Nursys as it is submitted by individual BONs. Institutions who subscribe to this innovative service do not have to proactively seek licensure or discipline information about their nurses because that information will be sent to them automatically. The e-Notify system alerts subscribers when modifications are made to a nurse's record, including changes to:

- License status;
- License expirations;
- License renewal; and
- Public disciplinary action/resolutions and alerts/notifications.

If a nurse's license is about to expire, the system will send a notification to the institution about the expiration date. If a nurse was disciplined by a BON, his/her institution will immediately learn about the disciplinary action, including access to available documents. Institutions can learn more about Nursys e-Notify by viewing an introductory video at www.ncsbn.com. For questions, contact nursysenotify@ncsbn.org.

[1] Except Alabama, Hawaii, Kansas and Oklahoma.

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Debra Garrett, MNSc, APRN,

ASBN Program Coordinator

IS FAILING TO INITIATE CPR A VIOLATION OF THE NURSE PRACTICE ACT?

The Nightingale Pledge states that we, as nurses, will devote ourselves to the welfare of those committed to our care. Thankfully, most of us adhere to this principle. Recently, however, the Arkansas State Board of Nursing (ASBN) received several complaints of nurses failing to initiate cardiopulmonary resuscitation (CPR) when it was indicated. This is certainly inconsistent with this oath and is a violation of the *Nurse Practice Act*.

The ASBN does not require a nurse to maintain current CPR certification. This is not a requirement for licensure. The requirement is usually facility specific and may be a condition of employment. Nurses do, however, have the responsibility to maintain competency in nursing practice, and any nurse working in a patient care setting where CPR may be necessary has the obligation to maintain continuing competence in this area. Nurses should use their professional judgment when making a decision to maintain CPR certification.

The ASBN does not have a position statement with regard to this issue. However, all nurses have an obligation and must initiate CPR on a patient in a health care setting who requires resuscitative measures, with a few exceptions. The Public Health and Welfare Committee of the Arkansas Legislature in 2012 issued A.C.A. § 20-17-104 addresses withholding cardiopulmonary resuscitation in nursing facilities for unwitnessed deaths. This law can be accessed at <http://www.Arkansas.gov/fdemb/pdf/>.

The other exception is when a Do Not Resuscitate (DNR) order exists. This document is a medical order and must be signed

and dated by a physician in order to be valid. It is not considered within the nurse's scope of practice to determine that CPR will be withheld. The DNR order must also be accessible and known to all appropriate nursing personal. Determining a patient's code status should not delay the initiation of CPR. The American Heart Association (AHA) states any delay can dramatically decrease the chances of survival.

The initiation of CPR does not require a medical order. It is based on implied consent for emergency treatment. The termination of CPR in hospital arrests, however, lies with the treating physician. The AHA has designated guidelines regarding the termination of CPR outside of a healthcare facility.

Documentation is a critical piece of patient care. The written record is essential to ongoing evaluation and treatment and providing safe and effective care. Failing to accurately or intelligibly report or document is also a violation of the *Nurse Practice Act*.

Failure to initiate CPR in a witnessed arrest, when a DNR is not applicable, violates The Arkansas *Nurse Practice Act* and the Board *Rules*, Chapter 7, Section IV. Specifically, this violates (a) 2, which is guilty of crime of gross immorality and (a) 6, which is guilty of unprofessional conduct.

The law states that nursing facilities and licensed nurses of those facilities who withhold CPR from persons needing resuscitate measures may also be at risk for administrative sanctions, civil damages, or subject to criminal prosecution. These cases are subject to investigation and prosecution by the Arkansas Attorney General's office.



ANNOUNCEMENT:
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CRIMINAL BACKGROUND CHECK OF NEW GRADUATES & FREQUENT QUESTIONS

According to the Arkansas State Board of Nursing (ASBN) *Nurse Practice Act* Sub Chapter 3, A.C.A. § 17-87-312, no person shall be eligible to receive or hold a license issued by the board if that person has pleaded guilty, nolo contendere, or been found guilty of any of the offenses (as identified in A.C.A. § 17-87-312). The law applies to licensed nurses as well as those individuals seeking licensure. This includes new graduates, nurses applying for licensure from other countries or states, and nurses applying for advanced practice.

As students enrolled in Arkansas nursing education programs begin to submit their application for licensure examination, some applicants have prior offenses that require further investigation, so the ASBN staff receives questions regarding the Criminal Background Checks, required documentation and associated investigation. Here are some frequently asked questions:

Q: What does this mean if I want to become a nurse?

A: An individual who has pleaded guilty, nolo contendere, or been found guilty of any of offenses (as identified in A.C.A. § 17-87-312) may not be eligible for licensure in Arkansas. Certain offenses are considered a bar for licensure and certain offenses are considered a permanent bar to licensure in Arkansas. An individual interested in becoming a nurse in Arkansas should review the *Nurse Practice Act* (*Nurse Practice Act*, A.C.A. § 17-87-312) at http://www.arsbn.arkansas.gov/lawsRules/Documents/SUBCHAPTER_3.pdf

Q: What criminal offenses do I have to report to the Arkansas State Board of Nursing?

A: You are required to report all misdemeanor and felony convictions that occurred in Arkansas or any other state

or jurisdiction, regardless of when they occurred, even if adjudication is withheld. DWIs and similar offenses must be reported. (Traffic violations do not constitute a crime). An offense must be reported even if a suspended imposition of sentence occurred, or is a juvenile, sealed or expunged offense.

Q: How can I be admitted to a nursing program if I have a conviction?

A: ASBN does not determine the admission requirements for nursing programs. Please refer to the admission requirements of the program you are interested in attending. Be aware that despite completing a nursing program, an individual who has pleaded guilty, nolo contendere, or been found guilty of any of offenses (as identified in A.C.A. § 17-87-312) may not be eligible for licensure in Arkansas. Potential students should review the specific statute number of your offense(s) as compared to the offenses listed in the *ASBN Nurse Practice Act*.

Q: What if I have plead guilty, nolo contendere, or been found guilty of a crime listed in the ASBN Nurse Practice Act?

A: If your offense is listed, you may not be eligible to hold licensure in Arkansas. A.C.A. § 17-87-312 provides the applicant an opportunity to request a waiver of being disqualified to hold a nursing license in Arkansas based on a criminal background that includes offenses listed in A.C.A. § 17-87-312. However, certain offense(s) are considered a permanent bar to licensure in Arkansas and an individual with one or more of these offense(s) are not eligible to apply for a waiver.

Q: Are there any crimes that are considered a permanent bar to licensure?

A: Yes. There are certain offenses identified as a permanent disqualification to licensure in Arkansas. If the offense is

identified as a permanent disqualification, an individual does not have the ability to request a waiver from the Board. An individual should review the *ASBN Nurse Practice Act* (A.C.A. § 17-87-312) at the site identified herein.

Q: I have offenses in my past that have been sealed or expunged. Do I have to report these to the ASBN or provide documentation?

A: Yes. Even if a record is sealed or expunged, the offenses must be disclosed to ASBN. When an individual has an offense that is sealed or expunged, a judge will issue an order to expunge or order to seal the record. If you believe an offense has been expunged or sealed, you should confirm this with your lawyer or the court. You should have the court submit the order to seal or expungement documentation to ASBN for review. You mark "yes" on the examination application screening question regarding a prior conviction and provide court documentation regarding the order, judgment and restitution of the offense(s).

Q: I have an offense(s) in my past that has been dismissed, dropped or nolle prossed. Do I have to provide documentation?

A: Even if your offense(s) have been dismissed, dropped or nolle prossed, without any court ordered stipulations, it may show up on the criminal background check report. In that situation, you will be required to provide documentation reflecting the action. You will be required to provide documentation even if adjudication is withheld or if a suspended imposition of sentence occurred.

Q: I have offenses in my past that occurred so long ago that I cannot obtain documentation or it is difficult to obtain the documentation. What do I need to do?

A: Obtaining the required documents

may be challenging. However, it is your responsibility to request and provide the documentation required for review of your case. In the event that the court states that documentation is unavailable (has been destroyed, purged, etc.), request that the court submit a statement to ASBN indicating the respective search dates and the reason documentation is unavailable.

Q: I have offenses that occurred in another state. Do I need to report these?

A: Yes. All offenses, regardless of the state or jurisdiction must be reported and respective documentation provided to ASBN.

Q: I have applied for licensure and have an ongoing charge/offense/case/probation. Will this affect my application?

A: Yes. You must complete all court ordered obligations before your case will be reviewed.

Q: I have had a criminal background check report conducted before. Can this be used instead of doing a new one for ASBN?

A: No. A criminal background check conducted for another agency is not acceptable. Each first time applicant for a license issued by ASBN shall apply to the Identification Bureau of the Department of Arkansas State Police for a state and national criminal background check, which is conducted by the Federal Bureau of Investigation. Upon completion of the criminal background check, the Identification Bureau of Arkansas State Police will forward your results to the ASBN.

Q: I have had a criminal background check conducted, and it never showed anything. Why does the one that the ASBN conducted show something?

A: The criminal background check conducted by the ASBN is thorough. You should be forthcoming and honest when answering the ASBN application screening questions. Offenses may appear on the report that may not have appeared in previous reports you have had conducted.

Q: How do I know whether I have been convicted of a crime?

A: You have been convicted of a crime if you have pled guilty to, entered a Nolo Contendere (No Contest) plea, or were found guilty of a criminal offense in any court. Additional variables may have determined your offense outcome; you may contact the court in the county where the offense occurred to determine whether the offense resulted in a conviction and was a misdemeanor or felony offense.

Q: I am an LPN, and I am completing nursing school. Do I need to resubmit documents I have already submitted to

ASBN?

A: Typically, previously submitted documents remain on file and do not have to be resubmitted if no additional offenses have occurred. You should attach a letter to the ASBN application explaining that documentation has been previously submitted. Your application will go through the review process again. In the event that additional documentation is required, we will contact you. The criminal background checks are valid for one year; you will be required to resubmit the criminal background checks if it has been greater than one year.

Q: I failed the NCLEX. Do I need to resubmit documents with my Rewrite Examination Application?

A: Typically, previously submitted documents remain on file and do not have to be resubmitted if no additional offenses have occurred. The licensure applicant should attach a letter to the application explaining that documentation has been previously submitted. Your application will go through the review process again. In the event that additional documentation is required, we will contact you. The criminal background checks are valid for one year. You will be required to resubmit the criminal background checks if it has been greater than one year.

Q: Do I need to report traffic violations?

A: No. You are not required to report traffic violations (speeding, no insurance, etc.) to the ASBN. DWI's and similar offenses are required to be reported. In the event that you failed to pay (FTP) or failed to appear (FTA) for traffic related offense(s) and pled guilty, nolo contender or were convicted of this offense(s), you should report these, and you will be required to provide documentation that reflects resolution of the offense(s).

Q: Do I need to submit a letter of explanation with my application if I have a criminal record in my background?

A: Yes. You must attach a personal letter of explanation to the ASBN application. The self-explanatory letter should identify the timeline of offense(s) and describe each offense in your own words. You should discuss specific information in the letter including, but not limited to, the circumstances related to the offense(s), behavior(s) that led to offense(s), and your conduct since. If applicable, you should discuss any rehabilitative efforts since the offense(s). The letter needs to be legible and may be handwritten or typed. Please sign and date the letter and submit it as identified herein.

Q: Should I mark yes to "Have you ever

been convicted of a misdemeanor or felony, pled guilty or nolo contendere to any charge in any state or jurisdiction?" if I was arrested but charges were dropped or nolle prossed without any stipulations?

A: You are not required to report charges or offenses that did not result in a conviction. However, in the event that an arrest(s), charge(s) or offense(s) appears on the criminal background check(s), you will be required to provide official court documentation that reflects that the charges have been dropped or nolle prossed.

Q: I had a conviction when I was a juvenile, but my attorney told me it was expunged from my record. Do I have to report it? If I have to report it, what documents do I have to submit?

A: Yes. In the event that your offense(s) occurred as a juvenile, you should contact the juvenile division of the court in the county where the offense(s) occurred to obtain a letter regarding the status of your offense(s). Even if a record is sealed or expunged, the offenses must be disclosed to ASBN. When an individual has an offense that is sealed or expunged, a judge will issue an order to expunge or seal the record. If you believe an offense has been expunged or sealed, you should confirm this with your lawyer or the court.

Q: I am a new graduate, and I want to go to work as soon as possible. Can I have a temporary permit while my case is under review?

A: No. A temporary permit will not be issued until completion of the investigation and your eligibility has been determined.

Q: I am a new graduate; can I take the NCLEX® while my case is being reviewed?

A: No. Permission to take (Authorization to Test) the National Council Licensure Examination (NCLEX®) will not be extended until completion of the investigation and your eligibility has been determined.

Q: I am currently enrolled in a nursing program. I was recently arrested and my charges will be dropped after I complete probation. Should I submit court documents now or wait until after I complete probation?

A: You should have closure with the court prior to application and your case being reviewed. Whether you apply now or after the charges are dismissed, you must still report the issue, and it will be part of the investigative review. However, you will not receive a temporary permit or be approved to take the exam until after you are off of probation and have met all court stipula-

tions. You should refer to the A.C.A. code of the charge, to see if it falls within the list of bars to licensure (A.C.A. § 17-87-312). Following completion of probation, you will need to have the court or probation officer submit a letter regarding completion of your court ordered probation.

Q: How long will it take to review my file?

A: Unfortunately, we are unable to provide a specific time frame to an applicant regardless of the type of case. The nature of an offense and associated variables impact the time required to review a case. Review is on a case-by-case basis and may take longer depending on the nature of your offense(s), the rate at which you submit required documentation and the volume of applications received by ASBN.

Q: I am still in nursing school, can I submit my paperwork to ASBN before I graduate so it is reviewed faster?

A: ASBN cannot expedite the review process; each application is reviewed on a case-by-case basis and processed in the order they are received. Your case cannot be reviewed until the ASBN application for licensure is received and the results of your state and federal criminal background checks are in our office.

Q: My criminal background check came back with an offense I forgot to include on my application, what do I need to do?

A: You must provide information concerning the offense before the review process can be completed.

Q: What type of documentation do I need to submit if I have a prior offense(s)?

A: You are required to submit specific documentation regarding each offense(s). Refer to the Criminal Background Check Information that is located on our website at www.arsbn.org for a detailed list of required documentation.

Q: I have received a denial letter from the ASBN that states I may request a waiver, what do I need to do now?

A: If you have received a denial letter from the ASBN based on an offense that is identified as a bar to licensure, it will identify the offense that is considered a bar for licensure in Arkansas. Information in the letter will identify what additional documentation you will be required to submit. The waiver request must be received by the Board within thirty (30) days from the date of the letter; specific instructions for submission

are contained within the letter.

Q: I have submitted a waiver request as identified in the denial letter that was sent to me from the ASBN. How many references / recommendations do I need to submit?

A: There are no specific requirements on the number of references or recommendations you need to submit to the ASBN. You will want to obtain a number that will provide a wide range of information related to your behavior/ character, etc. Have the individual sign the reference/recommendation and include his or her full contact information.

Q: I have received a denial letter from

the ASBN that states my application has been denied but I do not have any offenses that are identified as a bar to licensure. Why would this occur?

A: An ASBN application for licensure may be denied for reasons other than a bar to licensure. The specific reason for a denial will be delineated in a letter you receive from the ASBN.

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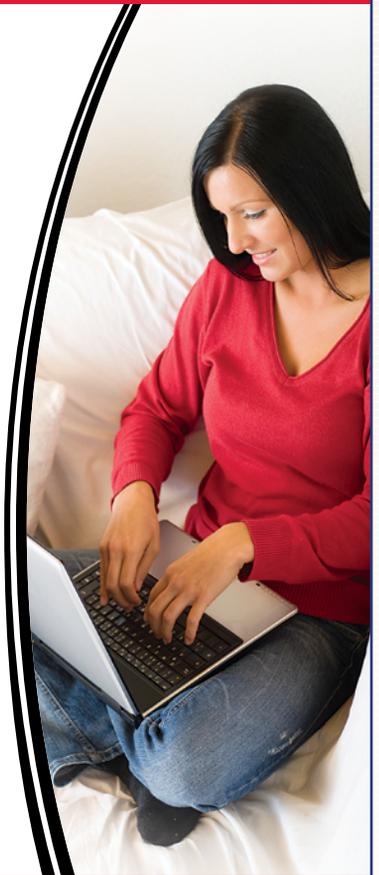
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POE TRAVEL

JRMC SCHOOL OF NURSING TRANSITIONS TO ASSOCIATES DEGREE



For more than 30 years, the Jefferson Regional Medical Center (JRMC) School of Nursing has supported the Pine Bluff/South Arkansas medical community by offering a diploma in Registered Nursing. However, diploma programs are fading fast, and beginning in 2015, JRMC will switch to an Associate of Applied Science in Nursing degree.

"Right now, there are three ways to become a registered nurse in the U.S.: a Bachelors of Science degree, an Associates degree and the diploma program," says Kathy Pierce, Director of the School of Nursing. "However, the healthcare industry is heavily promoting higher education, and as a result, diploma programs are dwindling. In fact, there are only 47 diploma nursing programs left in the United States."

"A few years ago, the Institute of Medicine published a two-year assessment of the nursing profession," says Louise Hickman, JRMC's Chief Nursing Officer and Vice President of Patient Care Services. "That assessment concluded that the ways in which nurses have been trained are no longer adequate for the healthcare needs of the 21st Century, and called for higher levels of nursing education. Students who graduate with a degree feel a greater level of prestige because of their title, and it simplifies the process of pursuing even higher degrees. JRMC and South Arkansas have always relied heavily on the school for staffing, and we want our students to continue to be in line with nursing students around the nation."

At the JRMC School of Nursing, applications are currently being accepted for the first Associates class, which begins in January. Up to 50 students can be accepted for the program. 2015

will be a transition year, with one diploma class and one associates class running concurrently, and in 2016, for the first time ever, the JRMC School of Nursing will offer two Associates classes – one starting in January and one starting in July.

"Most of the educational content is the same," Pierce says, "but there will be a reduction in the number of credit hours and the number of core nursing hours. The diploma program required 24 months of study, where the Associates degree will only require 17 months. As a result, students can get their RN degree in as little as a year and a half, which means they can enter the workforce more quickly, but it also means that more material will have to be covered in a smaller amount of time."

There has also been a change in the pre-reqs that must be completed. Anatomy and Physiology I and II, English Composition I and Microbiology must be completed before starting classes at the School of Nursing; English Composition II, Technical Math, Intro to Computers and general Psychology can be taken while attending nursing school. "We strongly encourage our students to complete their pre-reqs locally, at either Southeast Arkansas College or the University of Arkansas at Pine Bluff," says Pierce. Financial aid programs at JRMC will continue to be available.

The JRMC School of Nursing was opened in 1981, in direct response to a need in the local healthcare community. "In the late 1970's, it became increasingly difficult to recruit nurses and fill open positions at the hospital," says JRMC President and CEO Walter Johnson. "It became clear that to meet our needs, we would have to train our own nurses. Since the first

JRMC

class graduated in 1983, we have seen approximately one thousand students graduate from the program, and we have continued to upgrade and improve the school as the needs of our students change." This commitment to excellence also benefits the communities in JRMC's eleven-county service area. "The location of our school of nursing makes it easier for residents to pursue a career in the nursing field, to find jobs close to home and to feel confident about the care provided at our hospital. Many of our graduates are employed by JRMC, as well as other South Arkansas hospitals and facilities, which allow students to remain in this part of the state and contribute to the growth of their communities."

JRMC's School of Nursing has had a long history of support from healthcare professionals, business leaders and residents of Pine Bluff and communities to the South. The earliest classes at the school were taught in JRMC's Chapel, but the desire to succeed was stronger than any architectural obstacles. The class of 1983 featured then-Governor Bill Clinton as the guest speaker, and every single student passed their state board exams. "Since that time, the school has moved into a state-of-the-art facility, and adopted a much more ambitious curriculum, but we have never lost sight of the need to better ourselves," says Johnson. "This school has a direct impact on our economy, our workforce and the health of the local community, as well as Southeast Arkansas, so it's vital that it remains relevant and competitive."

In 2007, the JRMC Board of Directors made a fundamental commitment to enhance and support the school as it moved into the future. The School of Nursing sought and received a \$1 mil-

lion federal grant. That grant, along with funds from JRMC, were used to renovate the building and add a state-of-the-art skills lab, an advanced audio/visual teaching system, and several simulation mannequins for students to practice with. "Those are the types of tools that students wanted and needed to move forward in the medical field," says Louise Hickman. "It's the same with the Associates Degree. One day there will be no more diploma programs, and we want to be ahead of the times, not behind."

"The support we've received from the community is tremendous," says Walter Johnson. "We all recognize the need to recruit and retain qualified nurses in Southeast Arkansas, and we are very excited about the possibilities that lie ahead for the JRMC School of Nursing."

For information about the JRMC School of Nursing, call 870-541-7858. For information about nursing positions at JRMC, call recruiter Debbie Robinson at 870-541-7774.





PRESCRIPTION DRUG ABUSE SERIES: PART I

Prescription Drug Abuse - Is there really a problem in Arkansas?

Unfortunately, the answer to this question is YES! Not only do nurses need to be aware of drug-seeking behavior and recognizing addiction in patients, but also in peer health care providers. Arkansas' statistics are slowly improving for prescription drug abuse of controlled substances, but it is still a big enough issue that all levels of licensed nurses should be conscious of—especially APRNs with prescriptive authority. In 2007, Arkansas had the worst prescription drug (pain reliever) abuse in the teenage population in the United States. Since then, we have improved to the No. 3 slot.

No one seeks out prescription medications with the goal of becoming addicted. Many addictions begin with treatment for an injury, but the person continues taking the medication after the injury has healed. Abuse of these medications causes neural pathway changes in the brain that alter the reward center, causing a person to have an intense craving for continuation of the drug.



There are several factors that contribute to addiction, such as genetics, psychosocial and environmental factors.

Per Drug Enforcement Administration (DEA) statistics, in 2011, more than 136 million prescriptions were written for hydroco-

done. Approximately 2 million people in the United States are addicted to opioid pain relievers. As of November 2011, drug overdoses surpassed traffic deaths. In Arkansas, the DEA reports hydrocodone/acetaminophen is the most prescribed prescription controlled substance medication with approximately 200,000 prescriptions filled over the last four months. Xanax came in second, followed by Tramadol and Oxycodone. Some drug seekers do not obtain the drug for personal use, but rather sell it. For example, depending on the milligram strength and whether it is brand name or generic, the street value for hydrocodone is 75¢ to \$25 per pill. OxyContin's street value is \$8 to \$50 per pill. An 80

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milligram OxyContin pill is relatively equivalent to 36 Percocets. The "Trinity" combination of hydrocodone, Xanax, and Soma when taken together provides a "heroin" effect, which is why prescribers and nurses should pay close attention to the combination of controlled substances that their patients are taking. The Centers for Disease Control (CDC) reported that prescription drug abuse is the fastest growing drug problem in the United States.

Another shocking statistic is that one in five nurses is or has had a prescription drug addiction, which is why health care providers and employers should be aware of addictive behaviors and impairment of judgment. Over the next year's editions of the ASBN Update, we will explore more about prescription drug abuse including understanding the disease of addiction, drug-seeking behaviors in patients and co-workers, how to handle drug-seeking patients, and red flags that health care employers should monitor.



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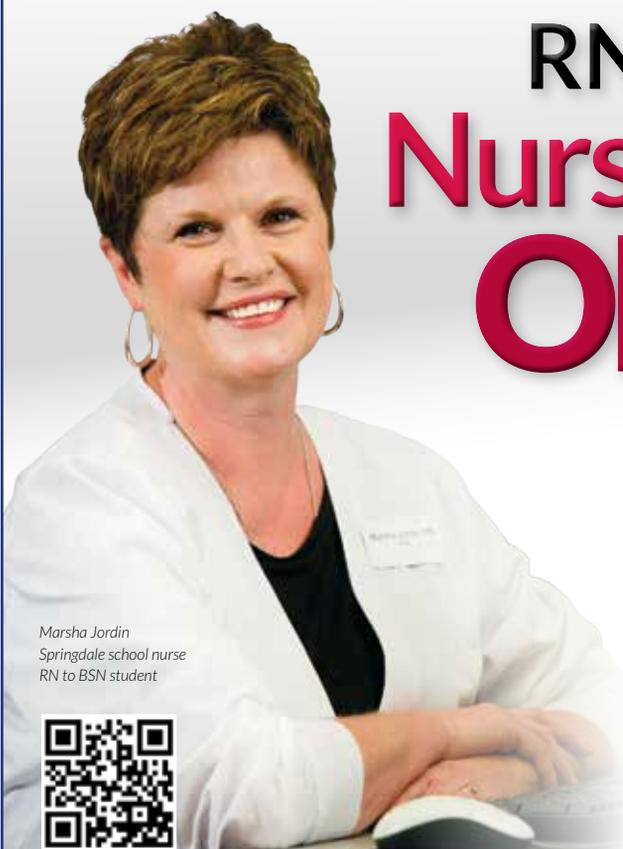


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Your license renewal is not something you want to pay twice because you weren't sure if your payment was received. It is also something you do not want to let lapse because you thought it worked when it didn't. So, if you are uncertain if you have completed the online process because you did not see a confirmation page, check with the board to make sure we received your payment.

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A Comparison of Student Perceptions: Online and Face-to-Face Learning



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ANNOUNCEMENT
PUBLIC NOTICE OF UPCOMING
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(ACEN)

The University of Arkansas at Little Rock (UALR) Department of Nursing wishes to announce that it will host a site review for continuing accreditation of its Associate of Applied Science (AAS) and RN-BSN (Baccalaureate) nursing programs.

You are invited to meet the site visit team and share your comments about the programs in person at a meeting scheduled at 4:00 p.m. on September 24, 2014 at the UALR Nursing Building, Room 205.

Written comments are also welcome and should be submitted directly to:
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Minimum Job Requirements

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2. **CCM Certification required. If certification not obtained prior to employment, must be eligible to sit for exam by the second year of employment.**
3. **A bachelors (or higher) degree in a health related field preferred.**
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6. **Prefer supervisor/management experience.**

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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.

NAME	LICENSE NUMBER	CITY	ACTION	EFFECTIVE DATE
Abrahamson Ashley Elizabeth	L052875	Mt. Home	Probation - 2 years	June 11, 2014
Ahle Jonathan	L049745	Pocahontas	Probation - 1 year	June 11, 2014
Ames Gary Dean	L052918	Prairie Grove	Voluntary Surrender	May 20, 2014
Ballard Annie Lorie Webb Newton	R054719	Curtis	Voluntary Surrender	May 20, 2014
Barham Melissa Renee Davis	R042881	Hope	Voluntary Surrender	June 2, 2014
Barker Amber Nicole McMellon Owens Bowman Owens	R077624	Waldron	Probation Status Removed	May 1, 2014
Billings Brittany Nicole Rushing	R085163	Rison	Voluntary Surrender	May 6, 2014
Bramlett Paige Lamar Stewart	R063779	Little Rock	Probation Status Removed	April 22, 2014
Bush Adria Catrina Adams Robinson	R070322	Little Rock	Probation Status Removed	April 21, 2014
Calvert Jamie Leigh	L049837	Carlisle	Probation - 2 years	June 11, 2014
Carter Alisha Montyne	L052828	Batesville	Probation Status Removed	May 13, 2014
Childress Dorothy Mae	L049480	Batesville	Suspension - indefinite	June 12, 2014
Clemens Sheila Dawn	R090844	Hot Springs	Probation Status Removed	April 21, 2014
Clifton Justin	R095900	Benton	Probation - 1 year	May 15, 2014
Crain Deborah Yvonne Cayton Howard	L009842	El Dorado	Probation Status Removed	May 24, 2014
Davis Joseph Readus	R080022	Hot Springs	Voluntary Surrender	May 21, 2014
Davis Keri Layne Book	R073247, L043374	Hamburg	Voluntary Surrender	April 30, 2014
Dean Joyce Earle Whitehead	R044972	Hot Springs	Probation Status Removed	April 21, 2014
Demuth Lisa Ann Massey	L034870	Fort Smith	Probation Status Removed	April 21, 2014
Deshazier Travis Fitzgerald	L030618	Pine Bluff	Voluntary Surrender	June 11, 2014
Dixon Brandy Nicole	L049563	Batesville	Voluntary Surrender	May 30, 2014
Drake Benjamin William	R086930	Conway	Voluntary Surrender	June 4, 2014
Dubrava Amy Christine Brandlein	R072332	Benton	Reinstatement to Probation	May 27, 2014
Ellis Machelles Ann Jester	L040880	Hot Springs	Probation - 1 year	June 11, 2014
Estep Linda Carol	R065813	North Little Rock	Probation - 1 year	June 11, 2014

Disciplinary Actions May-June 2014 Continued from page 26

NAME		LICENSE NUMBER	CITY	ACTION	EFFECTIVE DATE
Glosenger	Shelley Denise Kreutz Hale	R068679	Fort Smith	Suspension - 3 years Probation - 3 years	June 11, 2014
Glymp	Kelly Anne	L034981	Little Rock	Suspension - 3 years Probation - 4 years	June 12, 2014
Griffin	Amy Janell	R065396	Jonesboro	Probation - 4 years	June 11, 2014
Henry	John Wesley	L055417	Van Buren	Probation - 1 year	June 11, 2014
Herndon III	Wilson McAdoo	R093354	Little Rock	Probation Status Removed	April 21, 2014
Hice	Diane Michelle Lawrence Freeman	R067082	Springdale	Voluntary Surrender	May 21, 2014
Hicks	Shirley Diane	L027216	Hot Springs	Voluntary Surrender	May 9, 2014
Hollister III	George Lloyd	R042111	Mayflower	Probation - 5 years	June 11, 2014
Holmes	Matthew Wade	R085725	Little Rock	Probation - 3 years	June 11, 2014
Honea	Grace Veronica	R082045	Spiro, OK	Revocation	June 11, 2014
Horton	Amanda Michelle McCrary Mills	L039014	Quitman	Probation - 2 years	June 12, 2014
Hudspeth	Teresa Ann Snider	R065013, L023570	Dover	Voluntary Surrender	May 6, 2014
Hurt	John George	L049343	Booneville	LOR	May 12, 2014
Ivie	Angela Gayle	R078057	Tuckerman	Probation - 4 years	June 11, 2014
Ivy	Michelle Renee Simmons	R070953	Houston, TX	Suspension - indefinite	June 12, 2014
Jackson	Jo Lynn Hocott	R044283	Fayetteville	Reprimand	June 12, 2014
Jackson	Laura Margaret Hendricks	L045061	Fayetteville	Probation - 2 years	June 11, 2014
Jenkins	Bonnie Sue Trussell	R013104	Little Rock	Voluntary Surrender	April 21, 2014
Jenkins	Stacey Marie Bauer	L036449	Mountain Home	Probation - 1 year	June 11, 2014
Joie	Nicole Renee		Little Rock	Licensure Denied	May 5, 2014
Kelley	Rochelle Nicole Terry	R083174	Fort Hood	Probation - 2 years	June 11, 2014
Knight	Regina Denise Mosley Crossland	R030440, L011285	Cammack Village	Voluntary Surrender	May 12, 2014
Konkler	Teresa Denise Humphries	R087830, L039713	Fayetteville	Probation - 3 years	June 11, 2014
Kuyper	Pamelia Lynn Simmons	R031743	Arkadelphia	Voluntary Surrender	April 21, 2014
Lamb	Terry A	R019922	Fort Smith	Suspension - indefinite	June 12, 2014
Lenard	Tasha Lynn	L050449	Bryant	Voluntary Surrender	May 12, 2014
Lewis	Patricia Jane	R079474	Benton	Probation Status Removed	April 22, 2014
Limbaugh	Cindy Paige Gardner	R066439, L027878	Newport	Revocation	June 11, 2014
Marcusen	Thane	R053321, L028462	Yellville	Suspended - indefinite Probation - 1 year	June 11, 2014
McMullin	Brad William	R070157	Fayetteville	Revocation	June 12, 2014
Meehan	Trudy Ann	R070265	Evansville	Voluntary Surrender	June 2, 2014
Melendez	Jacqueline Michelle	R092588	Pearcy	Probation - 3 years	June 11, 2014
Miller	Felicia Diane	L050574	Swifton	Voluntary Surrender	May 14, 2014
Morris	Brandy Michelle Hayes Wright Morris	L040293	Camden	Probation - 5 years	June 11, 2014
Mundy	Brenda Colene Gilbreth	L019134	Barling	Probation - 14 months	June 11, 2014
Nasello	Candace Kimberly Chambers Watts Henthorne Watts	R051443	Maumelle	Probation - 18 months	June 11, 2014
Nichols	Chris Nichols Lands Nichols Boyette	R049766	Perryville	Suspension - 5 years Probation - 3 years	June 11, 2014
Otwell	Vicki Ann	L013673	Stillwell, OK	LOR	May 21, 2014

	NAME	LICENSE NUMBER	CITY	ACTION	EFFECTIVE DATE
Parker	Michelle Renee Loftin Lloyd Weier	L027976	Conway	Voluntary Surrender	May 20, 2014
Peppers	Robin Elaine Russell	R031172	Paragould	Reinstatement to Probation	May 28, 2014
Plyler	Terri Gwin Brown	A003958, PAC003790,	Arkadelphia	Voluntary Surrender	June 5, 2014
Plyler	Terri Gwin Brown	R068154	Arkadelphia	Probation - 3 years	June 11, 2014
Ponder	Amanda Michelle	R090104, L051137	Tuckerman	Probation - 1 year	June 11, 2014
Poulton	Rusti Ann	R080831	Texarkana	Probation Status Removed	April 22, 2014
Qualls	Beth Hannah	R089770	Mt. Pleasant	Probation - 2 years	June 11, 2014
Rogers	Cara Leigh Williams Cunningham Guill	L041240	Mulberry	Probation - 2 years	June 11, 2014
Russell	Sherry Ann Smith Wiles Moore	R068602	Marvell	Probation - 1 year	June 11, 2014
Scorфина	Jacalyn Michelle	L046766	Marmaduke	Voluntary Surrender	April 14, 2014
Smith	Kimberly Antranette	L051119	Osceola	Probation - 3 years	June 11, 2014
Soriano-Diaz	Sandy	R095600	Bentonville	LOR	May 21, 2014
Stubbs	Rosanna June Ruiz	R053542	Van Buren	Probation - 4 years	June 11, 2014
Thomas	Deanna Spohr	L054022	Ash Flat	Probation Status Removed	April 21, 2014
Thomas	Mandy Rae	L052249	Texarkana	Voluntary Surrender	April 14, 2014
Thomas	Melba Deon Hubbard Ross Waldon	L040463	Prairie Grove	Suspension - 3 years Probation - 3 years	June 11, 2014
Tindle	Stacey Deann	R085394	Sheridan	Voluntary Surrender	April 18, 2014
Toler	Danny Bryon	R067972, L036506	Sherwood	Probation - 2 years	June 11, 2014
Wallace	Joy Nicole	L035131	Pine Bluff	Voluntary Surrender	May 15, 2014
Wilbanks	James Forrest	L055315	Greenbrier	Probation - 1 year	May 15, 2014
Wilhite	Nancy Lee Whicker	L052773	Mena	Probation Status Removed	April 22, 2014
Williams	Carroll Patricia Carwell	L041468	Cherry Valley	Probation Status Removed	April 22, 2014
Willings	Stacey Annette	L042144	Osceola	Revocation	June 12, 2014
Wilson	Tammy Renae Lepard Wilbanks	L035413	West Memphis	Suspension - 3 years Probation - 3 years	June 11, 2014
Wyatt	Sara Ann Edwardson	R074056, L043079	Batesville	Suspension - 3 years Probation - 2 years	June 11, 2014
Young	Krystn Janee	L046566	Pine Bluff	Voluntary Surrender	April 9, 2014

Disciplinary Actions **JULY 2014**

	NAME	LICENSE NUMBER	CITY	ACTION	EFFECTIVE DATE
Abbott	Travis James	L048571	Little Rock	Probation Status Removed	July 9, 2014
Barnes	Sara Beth	L042168	Fort Smith	Voluntary Surrender	July 9, 2014
Baumann	Linda D	L052295	Pangburn	Suspension, 3 yrs Probation, 3 yrs	July 10, 2014
Bennett	Kimberly Ann Wilson Herring	L035342	Cabot	Reinstated to Probation 3 years	July 7, 2014
Bonds	Ramey Claudene Carpenter	L037821	Hazen	Voluntary Surrender	July 1, 2014

NAME		LICENSE NUMBER	CITY	ACTION	EFFECTIVE DATE
Butler	Johnny R	R027618	Paragould	Voluntary Surrender	July 2, 2014
Claborn	Angela Rae Kennedy	R073057	Centerton	Probation Status Removed	July 8, 2014
Clay-Krebs	April M	R045232	Benton	Letter of Reprimand	July 3, 2014
Coffman	Matthew Scott	L053344	Harrison	Probation, 1 yr.	July 9, 2014
Cole	Whitney Lee	R094626, L05106	Hot Springs Village	Suspension, 3 yrs Probation, 3 yrs	July 9, 2014
Dean	Brenda Kay Cagle	L013719	Springdale	Voluntary Surrender	June 17, 2014
Deshazier	Travis Fitzgerald	L030618	Pine Bluff	Voluntary Surrender	June 11, 2014
Evans	Monica Nicole	R078126, L040452	Hardy	Probation - 1 year	July 9, 2014
Fryer	Melinda Michelle	L038899	Lonoke	Probation Status Removed	June 26, 2014
Gunter	Susan Marie Taylor	R064909	Dover	Voluntary Surrender	June 9, 2014
Harrison	Kimberly Ann Crosser	R043136	Pearcy	Suspension, 2 yrs Probation, 3 yrs	July 9, 2014
Hearn	Sharron Lynette Penny	L038963	Arkadelphia	Letter of Reprimand	June 9, 2014
Hyso	Nicole Danielle	L046439	Van Buren	Probation Status Removed	June 25, 2014
Johnson	Tammy Lynn Vanpelt	R030330	Guy	Letter of Reprimand	June 9, 2014
Jones	Wayne Herrel	R054666	Benton	Suspension, 2 yrs Probation, 3 yrs	July 10, 2014
Junyor, Jr	Ronnie Wayne	R054285	Caraway	Voluntary Surrender	June 30, 2014
Lankford	Brenda Lee Allen	L032959	Hot Springs	Probation Status Removed	June 26, 2014
Ledbetter	Allison M.	R084159	Bauxite	Probation Status Removed	July 1, 2014
Leonard	Timothy Wayne	L053467	Mena	Probation-1 year	July 9, 2014
Littlejohn	Sherri Leah Humphrey Letourneau	L034247	Teague, TX	Suspension, 2 yrs Probation, 3 yrs	July 9, 2014
Long	Tammie Renee Ray	R065392	Lexa	Suspension, 1 yr. Probation, 1 yr.	July 10, 2014
Martin	Dianna Lynn	R094175	Bella Vista	Probation -1 1/2 years	July 9, 2014
Mayo	Lisa Dianna	L053295	Morrilton	Suspension, 3 yrs Probation, 3 yrs	July 10, 2014
Miller	Jeannie Leigh	R084850	Bentonville	Revocation	July 10, 2014
Patterson	Barbara Jane Patterson Kendrick	R028486	Prairie Grove	Probation Status Removed	June 26, 2014
Payne	Craig Alan	R092646	Searcy	Probation Status Removed	June 25, 2014
Pfeffer	Lisa Marie Benton Ruiz Percy	R085132, L035879	Maynard	Revocation	July 9, 2014
Ranew	Felissa Deawn Neal	L048883	Las Vegas, NV	Letter of Reprimand	July 7, 2014
Reynolds	Amanda Jane Briggs	L054023	Mena	Probation Status Removed	June 25, 2014
Riley	Terrance Lynn	R090919, L051677	Jonesboro	Probation - 2 1/2 years	July 9, 2014
Riley	Jill Kathleen Smelser	R066054, L038199	North Little Rock	Probation Status Removed	June 26, 2014

	NAME	LICENSE NUMBER	CITY	ACTION	EFFECTIVE DATE
Roland	Kimberley Beth Ingle Morton	R083406, L043591	Lonoke	Probation-2 years	July 9, 2014
Sherrill	Kelly Oneal Finan Cobb Lipton	R042169	Dillon, CO	Suspension, 2 yrs Probation, 2 yrs	July 10, 2014
Stocks	Patsy Ruth Owen	L041696	Rison	Probation Status Removed	June 25, 2014
Stokley	Lawana S. Turner	L047359	Bruno	Probation Status Removed	June 25, 2014
Summerville	Clayton Allen	R093351	Benton	Probation Status Removed	June 26, 2014
Tarpley	Merrilee Tarpley Moreno Gilliland	L033011	Malvern	Probation Status Removed	July 1, 2014
Thompson	Jody Lynn	L051144	Piggott	Voluntary Surrender	June 10, 2014
Tittle	Shelia Joyce Stacy	L043289	Conway	Voluntary Surrender	July 10, 2014
Vetter	Amy Elissa McClellan Abeyta	R069884	Kingsland	Probation Status Removed	July 1, 2014
Vincent	Ann Kathryn Alexander	R037761	Fort Smith	Voluntary Surrender	June 30, 2014
Westlin	Kathy Bernice Woodring	L026571	Rogers	Voluntary Surrender	June 23, 2014
Williamson	Kelly Denise Holloway	R063686	Bonnerdale	Revocation	July 10, 2014
Woolsey	Dana Michelle	R080011	Blytheville	Voluntary Surrender	June 9, 2014
Yielding	Stephanie Annabelle Shaw	L046961	Bald Knob	Probation, 2 yrs.	July 9, 2014

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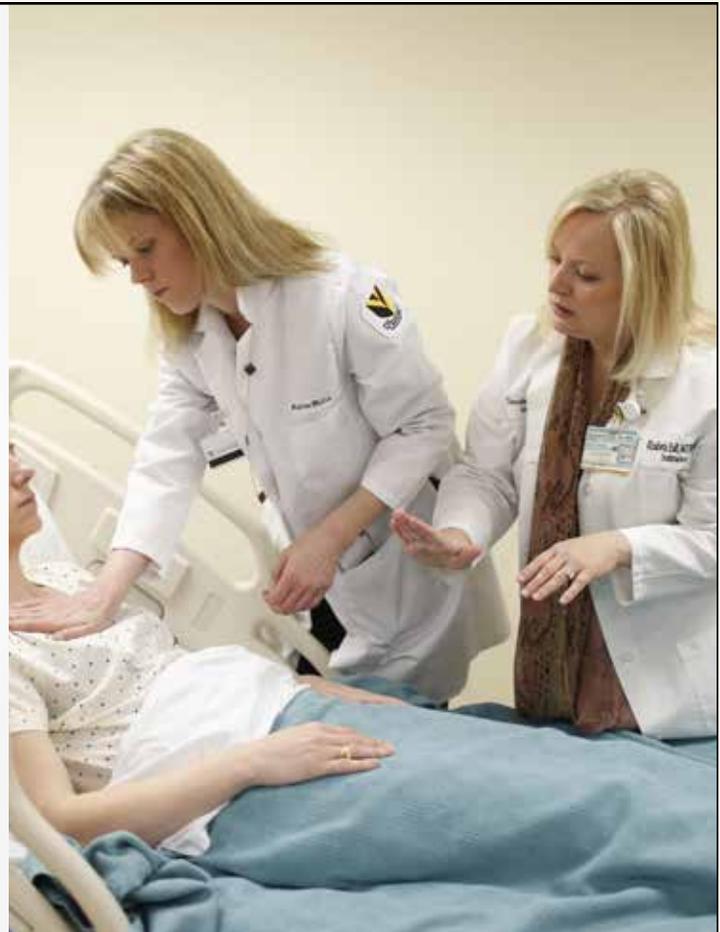
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From left, Christ Stone, Marie Patterson, Terrye Cooper, Reginald Randle and Kara Haynie

The following 2014 Annual Nursing Award recipients were recognized as exceptional nurses in areas of innovation, community service, precepting, education and transformational leadership.

Terrye Cooper, RN, RNC-MNN - Community Service

"The SOAR network has helped numerous homeless people get back on their feet. Terrye has spent numerous volunteer hours assisting with job placement, food provisions, furnishings and access to medical care."*

Reginald Randle, RN, BSN, CCRN, PCCN - Preceptor

"Reginald has the gift of knowing when to allow an orientee to work through a task on their own and when to step in and allow the orientee to be an observer."*

Marie Patterson, RN, BSN, MA-BC - Innovation

"Marie was instrumental in developing a new process for caring for Pre-operative scheduled C sections that decreased patient and family wait times."*

Chris Stone, RN, BC - Nurse Educator

"Chris is the unit Diabetes Resource Nurse and involved with research safety projects in collaboration with Physicians. He always shares evidenced-based knowledge with staff, provides in-service education and chairs the Management Council for the Professional Nursing Organization."*

Kara Haynie, RN, BSN, BC - Transformational Leadership

"Kara empowers staff to achieve positive outcomes through empathy, creativity and pride. She embodies the qualities of mentor, risk-taker and visionary and has motivated her team to accomplish quality as well as safety initiatives."*

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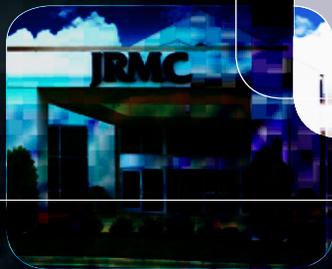
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Teena Luker, RN

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