



ASBN

Update

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August 2013 Volume 17 Number 4

**NAVIGATING THE
NURSE LICENSURE
COMPACT: NEW
MATERIAL**

**ANNOUNCEMENT
FOR APRNS WITH
PRESCRIPTIVE
AUTHORITY**

1913



2013

Publication of the Arkansas State Board of Nursing

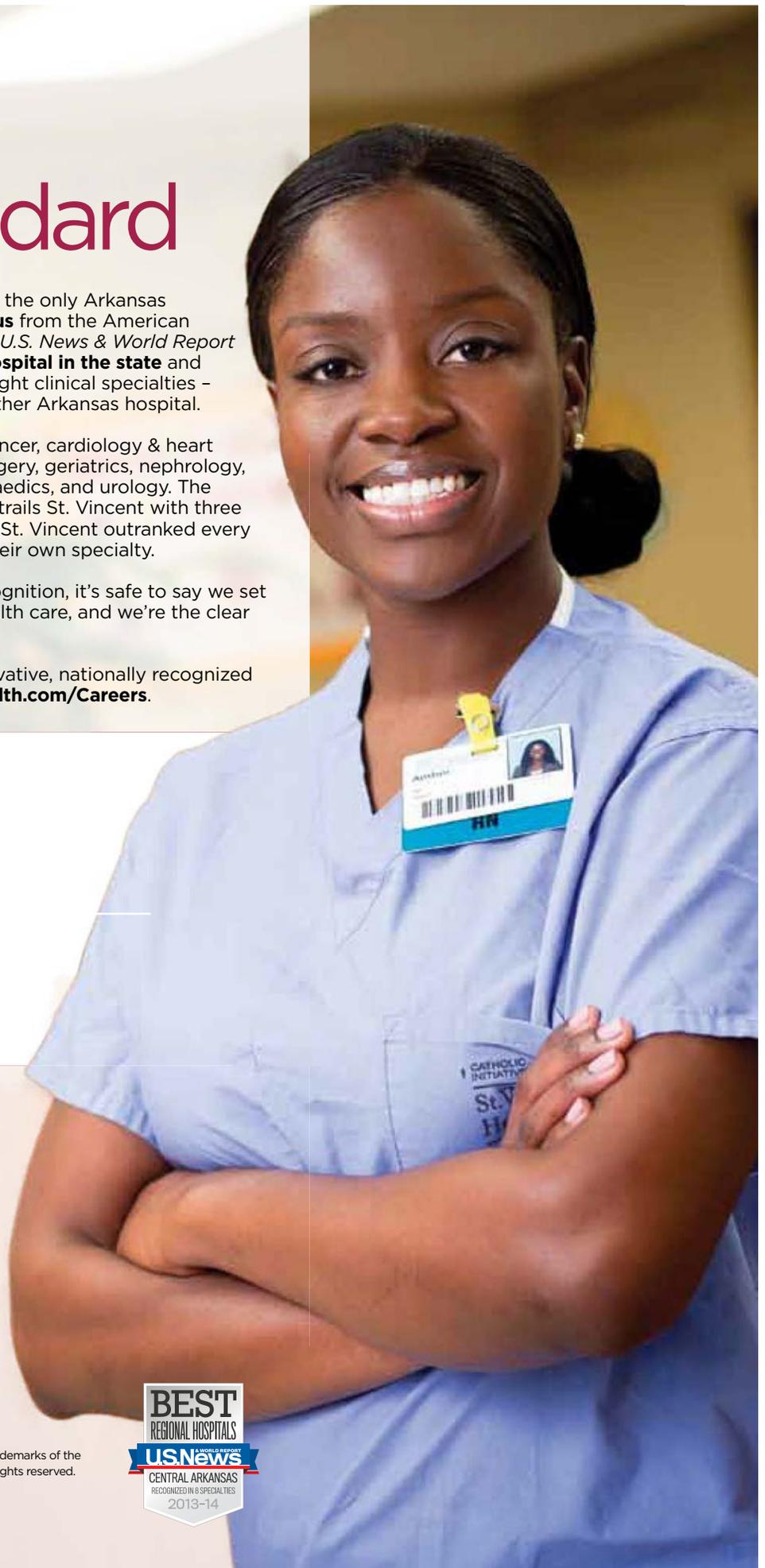
We set the standard

First, St. Vincent Infirmiry became the only Arkansas hospital ever to earn **Magnet® status** from the American Nurses Credentialing Center. Now, *U.S. News & World Report* has ranked St. Vincent **the No. 1 hospital in the state** and listed us as “high-performing” in eight clinical specialties – more than twice as many as any other Arkansas hospital.

We were rated No. 1 and best in cancer, cardiology & heart surgery, gastroenterology & GI surgery, geriatrics, nephrology, neurology & neurosurgery, orthopaedics, and urology. The hospital ranked No. 2 in Arkansas trails St. Vincent with three “high-performing” specialties, and St. Vincent outranked every specialty hospital in Arkansas in their own specialty.

With this level of prestige and recognition, it’s safe to say we set the standard when it comes to health care, and we’re the clear choice for exceptional nurses.

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St. Vincent: Proven Excellence

January 17, 2013, was a day of celebration for St. Vincent Infirmary in Little Rock and the community members it serves. That is when the hospital was designated as the first and only Arkansas hospital to earn from the American Nurses Credentialing Center (ANCC) Magnet® designation. The high honor comes as the hospital celebrates its 125th year of service to the community, and recognizes excellence in nursing leadership, clinical practice, innovations and positive outcomes.

Additional honors were recently given to St. Vincent Infirmary as US News & World Report ranked the hospital number one in the state, demonstrating excellence in the areas of cancer, cardiology and heart surgery, gastroenterology and GI surgery, geriatrics, nephrology, neurology and neurosurgery, orthopedics, and urology.

Magnet-designated organizations are an elite group of only 395 in the world. The Magnet®

Recruits can be assured the hospital meets standards that make it a great place to work while patients can have confidence that St. Vincent meets national criteria for clinical excellence.

program is used by US News & World Report as a primary indicator in its ranking of nearly 5,000 hospitals in America. Leapfrog Hospital Survey, the nation's oldest survey, compares hospital performance in safety, quality and efficiency, automatically awarding hospitals with Magnet designation full credit for a commitment to staffing with highly trained nurses who are given leadership positions.

The process for St. Vincent to obtain Magnet status began in April 2011, involving thousands of pages of documentation and a three-day visit by ANCC appraisers. The Magnet team members met with nurses, physicians, hospital leaders, staff from other disciplines and members of the community to verify submitted documentation. The requirements for Magnet designation are stringent and specific.

"The document-writing process took about eight months and involved a team of professionals. The focus was on nursing research, nursing peer review, and shared governance which empowers bedside nurses to make decisions regarding nursing policy and practice," stated Brenda Baird, Vice President and Chief Nursing Executive for the St. Vincent Health System.

Both the US News & World Report ranking and ANCC Magnet status provide assurance to patients as well as professionals seeking a nursing position at St. Vincent. Recruits can be assured the hospital meets standards that make it a great place to work while patients can have confidence that St. Vincent meets national criteria for clinical excellence.

Currently, a team is writing Pathway to Excellence documentation for St. Vincent—Morrilton, the system's critical access hospital, continuing the health system's journey to distinction.

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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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EDITOR LouAnn Walker

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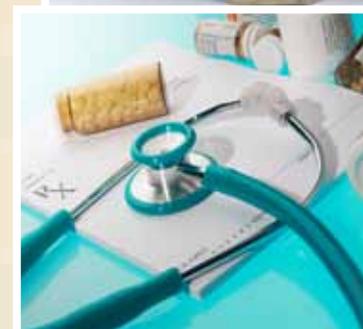
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The *ASBN Update* circulation includes over 52,000 licensed nurses and student nurses in Arkansas.



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ARE YOU WILLING TO MAKE A **DIFFERENCE?**

If you were a student of mine, you heard me tell the story about the little boy who made a difference. The story goes like this: One day as an elderly gentleman walked down the beach, he noticed a young boy ahead of him picking up starfish and flinging them into the sea. When he finally caught up with the young boy, he asked him why he was doing this. The boy replied, "The starfish were stranded on the beach when the tide went out and will die before morning." The elderly gentleman informed the boy that there was no way for him to make a difference because the beach went on for miles and there were millions of starfish stranded. The young boy looked at the starfish in his hand and then threw it to the safety of the ocean. His parting comment to the elderly gentleman was, "I made a difference to this one."

We, as nurses, have the opportunity to make a difference every day in the lives of the individuals with whom we interact. There is also the opportunity to make a difference in a bigger way by serving on the Board of Nursing. Each year in October, the governor of Arkansas appoints new board members based on which Board members are scheduled to rotate off the Board. Each member is appointed initially for a four-year term and can be reappointed for one additional four-year term.

The 13 individuals who are appointed to the Board are responsible for making decisions that affect the practice of nursing in Arkansas. The Board meets two days a month for 10 months out of the year. In each issue of the ASBN Update, we highlight the decisions made by the Board. Some of the decisions made during this past year include continued and prerequisite approval of nursing programs around the state, the addition of an ANCC examination for prescriptive

authority for Clinical Nurse Specialists (CNS), update Position Statements as well as disciplinary actions taken against nurses who have violated the *Nurse Practice Act*.

Eleven of the 13 appointed members are nurses who meet the following qualifications:

- Be an Arkansas resident;
- Have at least five years of experience as nurse at the level in which they are appointed;
- Be licensed in Arkansas as a nurse; and
- Have been actively engaged in nursing for at least three years immediately preceding appointment, two of which have been in Arkansas.

There are six registered nurses with two whose highest level of educational preparation is a diploma, two associate degree graduates and two baccalaureate degree or post-baccalaureate degree graduates. One member is an advanced practice registered nurse with prescriptive authority and four members are licensed practical nurses or licensed psychiatric technician nurses.

Board members are charged with many important decisions. Therefore, it requires a commitment of personal time. However, the rewards are many, both professionally and personally. If you want to be a part of shaping the future of nursing in Arkansas, you can complete a Board member application at www.governor.arkansas.gov and click on the "Online Services" tab. Feel free to contact me if you have questions about serving on the Board. Let's make a difference together.

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



TRACK YOUR STATE NURSING BOARD

Our board is charged with protecting consumers from unscrupulous or incompetent professionals, but some boards provide almost no public information about what they do or how they're run. Some boards are led by ill-qualified political appointees and lack sufficient personnel. If a board fails, the implications for your health, finances, and home can be dire.

Some boards take more than three years to investigate and discipline errant nurses. Positive drug tests, criminal convictions and discipline by other states often do not trigger immediate consequences. An attempted murderer renewed his license for years while he was in prison. In some cases, even when nurses were convicted of sex offenses, the board never acted at all.

A list of nursing boards and their website (www.nscsbn.org) is available from the National Council of State Boards of Nursing. Some states (California, Louisiana and West Virginia) have two different boards that oversee registered and vocational/practical nurses. The vast majority, however, license both types of nurses with one board.

In California, a complaint had to wind its way through four agencies before a nurse was disciplined. The biggest bottleneck was at the investigative stage, which took more than 600 days, on average. The nursing board shared a pool of fewer than 40 investigators with up to 25 other licensing agencies. Some investigators

handled upwards of 100 cases at a time.

Our board has its own investigators and general counsel. We prioritize complaints as they come in. It is not common for the Arkansas State Board of Nursing to suspend a nurse's license on an emergency basis to protect the public, but it has been done. We receive approximately 1,300 complaints each year. The board disciplines many nurses and often impose certain types of sanctions (revocations, suspensions, probation, surrendered licenses, work restrictions, reprimands, fines). The average number of days it takes to process complaints in Arkansas is 90 days.

Each state has different rules about which databases it considers public and how much it charges for them. In New York, for example, the Megan's Law database is not publicly available in a spreadsheet. In Florida, where public records laws are more open, you can request and get a list of everyone who is incarcerated in state prison, which can be matched to licensing databases.

Federal law requires states to report all sanctions they take against doctors, dentists, nurses, pharmacists, therapists, and all other health providers, to a central database available for hospital searches. While the database is not open to the public, the Health Resources and Services Administration provides reporters with a version that does not include individually identifiable information.

Board Business

2013 BOARD DATES

September 11 Business Meeting

September 12 Strategic Planning 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

September 26
Centennial Celebration
Northwest Medical Center
Main Entrance Lobby,
Springdale, 2 – 4 pm

October 16
Centennial Celebration,
White County Medical Center,
Searcy, 2 – 4 p.m.

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ASBN Centennial Celebration at St. Bernard's Medical Center, Jonesboro, July 25, 2013

President Karen Holcomb presided over the business meeting held on May 9 and the hearings held on June 12-13 and July 10-11. Highlights of Board actions are as follows:

- Approved the addition of the American Nurses Credentialing Center's Adult-Gerontology Acute Care Nurse Practitioner and the Adult-Gerontology Primary Care Nurse Practitioner to the list of ASBN-approved APN certification specialty exams.



Martine "Tina" Oates, RN, UAMS H-6 Short Stay, submitted the winning video for the Centennial Celebration Video Contest. Pictured with Martine (center) are Board Member Terri Imus, RN, and Board President Karen Holcomb, RN

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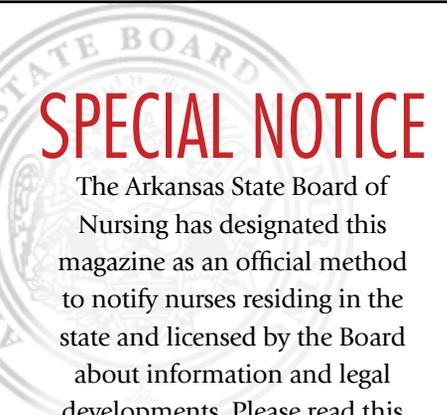
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Daria Carpenter, Licensing Coordinator



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	L16658
Jessica Gonzalez	Exam Application
Victoria Knighten	R81020
Amber Sanders	R73529
Nathan Shaheed	T01220
Angela Shupert	L37543
June Elizabeth Sivils	L30290
Della Williams	L28175



BOARD MEMBERS - Standing, L to R: Terri Imus, RN; Shela Upshaw, RN; Peggy Bagginstoss, LPN; Tammy Mitchell, LPN; Clevesta Flannigan, LPN; Cynthia Burroughs, Consumer Rep.; Cathleen Shultz, RN; Sandra Priebe, RN, Debbie Garrett, APN
Seated, L to R: Doris Scroggin, RN, Treasurer; Richard Spivey, LPN, Vice President; Karen Holcomb, RN, President; Gladwin Connell, Rep. of the Older Population, Secretary

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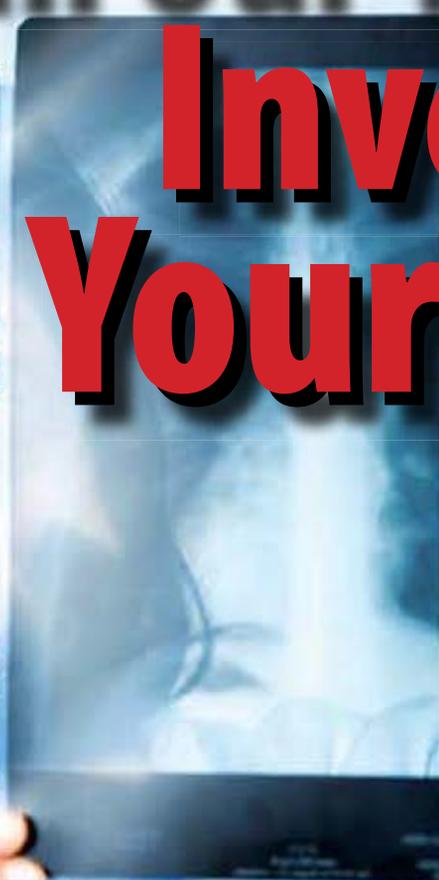
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Congratulations

Since July 2003 Mrs. Hickman has been the Vice President Patient Care Services/Chief Nursing Officer at Jefferson Regional Medical Center, a 471 bed, full service, acute care hospital. Previously she served as the Compliance Officer/Director Regulatory Compliance.

The service areas of this position include Critical Care, Maternal Child, Medical-Surgical, Psychiatry, Emergency Department, Clinical Decision Unit, Jefferson School of Nursing, Transitional Care Unit and Rehabilitative Care Unit.

Ms. Hickman received her Master of Art in Health Services Management in 1997 from Webster's University, and Bachelor Degree – Nursing in 1980 from Arkansas State University, Jonesboro, AR. She is also a Certified Legal Nurse Consultant (CLNC).

Memberships in professional organizations include Arkansas Organization of Nurse Executives (State and National), Arkansas Association of Healthcare Quality, National Association of Healthcare Quality, American Nurse's Association, National League for Nursing, American Heart Association and Epsilon Sigma Alpha – Alpha Tau Sorority.

Louise is a Board member of the Arkansas Association for Healthcare Quality and the Arkansas Organization of Nurse Executives. She serves on the Jefferson County Single Parent Scholarship Board as well as the Ridgway Christian School Advisory Board as a secondary elected parent representative. She is also a 2005 graduate of Leadership Pine Bluff Class and a member of Greater Pine Bluff Chamber of Commerce.

Louise Hickman

JRMC 1st DAISY Award Recipient



I have worked with Louise for 7 of the 10 years she has been VP/CNO. I don't know a lot about what she and all of the nurses do (or how they manage to do it), but I do see every day how much she cares about Nursing. In her position as a hospital administrator, she does not get the hands-on experience of nursing, but she sees every part of it. Any time I relay to her some information I think she may want to know, she will say "Oh, I know...I saw it on "such and such" report, or "so and so" called me last night, or whatever, so she is always aware of what is happening in Nursing and with each of the units. Even when she is on PTO, she will get on the email to keep abreast of the goings-on at JRMC—you might sometimes hear me say, "She is never really gone!"

As you may know, Louise sets high standards, and expects them to be met—a challenge in the day-to-day workings of JRMC, but that is why she is also a big supporter of education. She sees what is ahead and knows that higher education is the

way to get there. Always striving for nurses to grow, I have often heard her give out awards (for instance, the Clinical Ladder awards), congratulate the participants for their achievements, and then say "Next year, we will do even better!" She just can't keep from saying it!

Louise has a heart of gold and a quick sense of humor, though many of you may not get to see it as often as I do. As you can tell by her bio, she is a member of several nursing and community organizations, and currently serves on the boards of the ArONE, the AAHQ, Jefferson County Single Parent Scholarship Fund, and Ridgway Christian School. I don't know how she finds the time, but she refuses to listen to me when I tell her to "Just say No!" Oh well, she is a joiner.

Louise is a hospital administrator and an advocate for all of JRMC's nurses—because she has the heart of a nurse.

Congratulations on 10 years as Vice President of Patient Care and Chief Nursing Officer.



ANNOUNCEMENT FOR APRNS WITH PRESCRIPTIVE AUTHORITY

Advanced Practice Registered Nurses (APRNs) with Prescriptive Authority can now register for access to the Arkansas Prescription Monitoring Program (AR PMP) database via the AR PMP website.

The AR PMP was created to assist health care practitioners in the battle against prescription drug abuse. Act 304 (2011) established the AR PMP to be implemented under the direction of the Arkansas Department of Health. Prescribers can view their patient's history of filled prescriptions for controlled substances prior to prescribing a controlled substance. When a pharmacist fills a prescription for a controlled substance (Schedules II – V), this information is sent to the AR PMP databank. APRNs with Prescriptive Authority are not mandated by law to access the AR PMP prior to prescribing a controlled substance, but are highly recommended to do so.

The goals and benefits of a PMP are set forth in the legislation:

- To enhance patient care by providing prescription monitoring information that will ensure legitimate use of controlled substances in health care
- To help curtail the misuse and abuse of controlled substances
- To assist in combating illegal trade and diversion of controlled substances
- To enable access to prescription information by practitioners, law enforcement agents, and other authorized individuals and agencies



Prescription drug abuse has become a major problem in the United States; statistics for Arkansas alone are shocking. Compared to other states, Arkansas ranked among the second highest group in overall drug overdose deaths in 2008, with 5.1 per 100,000 deaths resulting from nonmedical use of opioid pain relievers. Arkansas ranked among the highest group nationally in the rate of kilograms of opioid pain relievers sold per 10,000 people in 2010. Abuse of prescription drugs has not eluded our youth. Nearly 20 percent of Arkansas teenagers have abused prescription drugs by the time they are seniors in high school.

APRNs with Prescriptive Authority can begin the registration process by following the steps below:

- Enter the www.arkansaspmp.com website
- Select the "Practitioner/Pharmacist" tab

- Select the blue hyperlink "Training Guide for Arkansas Practitioners and Pharmacists link." You CANNOT skip this step - your temporary ID and password are in it.
- Select the "Practitioner/Pharmacist Registration" tab and enter the temporary ID and password
- Complete the registration form and submit
- You will receive two emails with your permanent ID and PIN plus a temporary password that you can change.

Direct technical questions to the Health Information Designs (HID) Help Desk at 855-729-8917. Non-technical questions about the AR PMP itself can be directed to Denise Robertson, P.D. (AR PMP Administrator) at (501) 683-3960 or denise.robertson@arkansas.gov.



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RN: Intake & Needs Assessment Specialist PT WEO 7p-7a:

This position will be responsible for scheduling assessments and documenting inquiries and conducting assessments. This position works closely with the Nursing Services Department and external clinicians to facilitate the admission process for clinically appropriate patients.

Education: Licensed /Registered Nurse

Experience: A minimum of two (2) years direct clinical experience in a psychiatric or mental health setting, with direct experience in patient assessment, family motivation, treatment planning, and communication with external review organizations.



Arkansas Democrat-Gazette,
January 2013

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NURSING SCHOLARSHIP LOAN RECIPIENTS ANNOUNCED

Recipients were recently selected to be awarded the Faith A. Fields Nursing Scholarship Loan for the Fall 2013 semester. Listed below are the student recipients, monetary amounts and academic programs in which they are enrolled.

Recipient	Amount	Academic Program
Askew, Krista K.	\$1,200	University of AR for Medical Sciences
Bennett, Vikki Kay	\$1,200	Arkansas State University
Brown, April Michelle	\$600	University of Arkansas at Little Rock
Cantu, Kellie	\$1,200	University of Arkansas at Fayetteville
Castle, Shanna M.	\$1,200	University of Arkansas at Fort Smith
Chambers, Julia	\$2,500	University of Central Arkansas
Frizzel, Tammy Lynn	\$3,000	University of Tennessee
Gabbard, Jennifer	\$600	Northwest AR Community College
Gillihan, Crystal Dawn	\$3,000	University of AR for Medical Sciences
Gillit, Darryl	\$3,000	American Sentinel
Ginn, Thomas Lee	\$1,200	University of Arkansas at Fort Smith
Hankins, Tonya	\$3,000	Grand Canyon
Harmon, Jennifer Nichole	\$3,000	American Sentinel
Hyatt, Karen Andrea	\$1,500	University of Central Arkansas
Kelley, Melanie	\$600	Northwest AR Community College
Morgan, Antoinette Camille	\$3,000	Univ. of Arkansas at Fayetteville
Morrisey, Carolyn Winans	\$3,000	University of Alabama
Richardson, Leah D.	\$1,500	University of AR for Medical Sciences
Rodgers, Randi L.	\$1,200	University of Arkansas at Monticello
Smith, Tamiko Yvonne	\$1,200	Southern Arkansas University
Stone, Erica	\$1,200	University of AR for Medical Sciences
Waits, Brittany Lynette	\$1,200	University of Arkansas at Fayetteville
Walker, Letisha Michelle	\$1,200	Southern Arkansas University





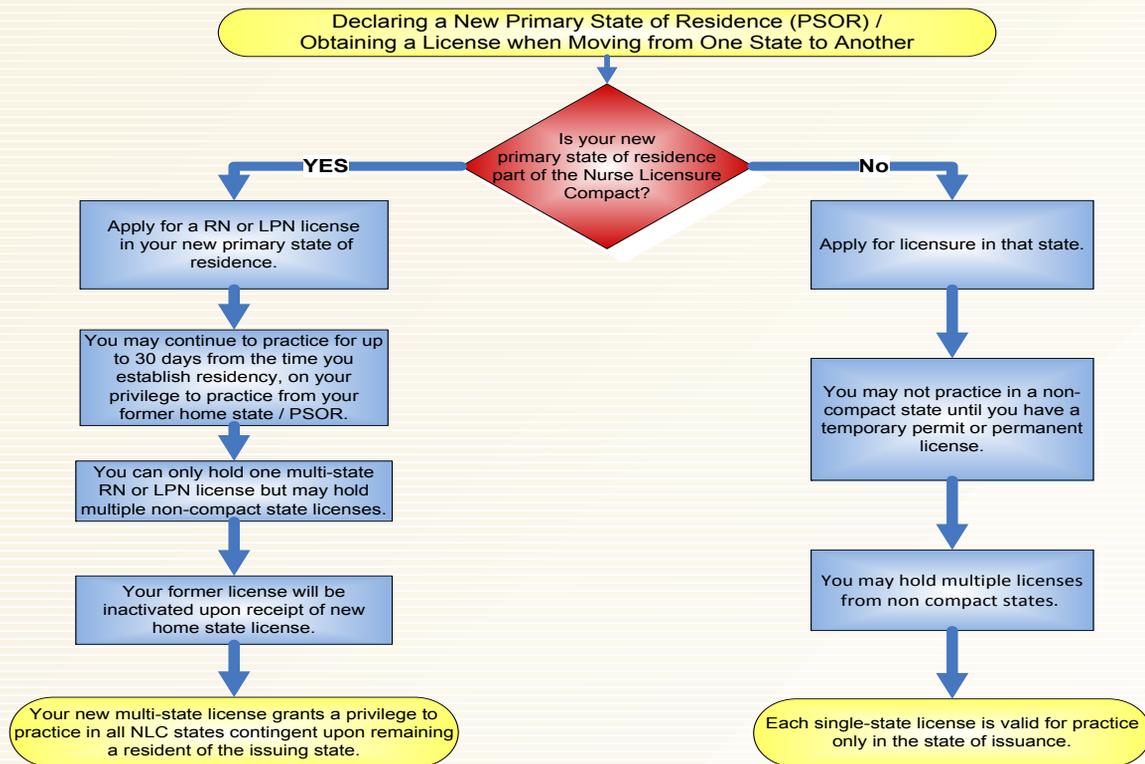
NAVIGATING THE NURSE LICENSURE COMPACT: NEW MATERIALS

The Nurse Licensure Compact (mutual recognition) allows a nurse to have one license (in his or her state of residency) and to practice (both physically and electronically) in other states that have enacted the Nurse Licensure Compact (NLC), subject to each state’s practice laws and regulations. Under mutual recognition, a nurse may practice across state lines unless otherwise restricted.

In order to achieve mutual recognition, each state must enact legislation authorizing the Nurse Licensure Compact. States entering the compact also adopt administrative rules and regulations for implementation of the compact. The compact includes registered nurses (RNs) and licensed practical or vocational nurses (LPN/LVNs). The Arkansas Legislature passed the Nurse Licensure Compact in 1999 and implemented it July 1, 2000. All Arkansas RN and LPN licenses are compact licenses unless the phrase “Valid Only in Arkansas” is reflected on their license in the registry search.

The Nurse Licensure Compact agreement applies to RN and LPN/LVN licenses only and dictates that nurses may only be actively licensed in their compact state of residence. Be sure you are practicing legally; become familiar with the requirements by accessing a wealth of information on the National Council of State Boards of Nursing website at www.ncsbn.org. Click on NLC information. Additional information is located on the Arkansas State Board of Nursing website at www.arsbn.org. Click on the Compact tab to locate the Nurse Licensure Compact Fact Sheet: What Nurse Employers Need to Know, Frequently Asked Questions and even a video of how the NLC works. New Licensure by Examination for New Graduate and Licensure by Endorsement Algorithms have been developed and are available on the website as well. The Algorithm flow charts can assist new graduates and endorsement applicants with the process of determining how to make application how the compact issues may impact your license.

NAVIGATING THE NURSE LICENSURE COMPACT: LICENSURE BY ENDORSEMENT



NAVIGATING THE NURSE LICENSURE COMPACT: INITIAL LICENSURE BY EXAMINATION FOR NEW GRADUATES

Determine your primary state of residence (PSOR): Answer the following questions,
 1) In which state do you hold a drivers license?
 2) In which state are you registered to vote?
 3) In which state do you file your federal income tax?

Multi-State License
 Apply for initial licensure by examination in your primary state of residence (PSOR).

Single-State License
 You may apply for an initial license by examination in any **one** state of choice.

Is your primary state a member of the NLC?

← YES

NO →

Follow the eight steps of the NCLEX

- | | | | |
|---|--|---|--------------------------------------|
| 1. Apply for licensure with ONE board of nursing (BON). | 2. Register and pay \$200 with Pearson VUE (see candidate bulletin). | 3. Receive receipt of registration from Pearson VUE. | 4. Receive eligibility from the BON. |
| 5. Receive an authorization to test (ATT) via letter or email from Pearson VUE. | 6. Schedule an exam with Pearson VUE via the internet or phone. | 7. Arrive for exam, present ATT letter and ID (see candidate bulletin). | 8. Receive results from the BON. |

Your new multi-state license grants a privilege to practice in all NLC states contingent upon remaining a resident of the issuing state.

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IS IT JOB STRESS OR SOMETHING ELSE?

I had the opportunity to attend the Arkansas Prescription Drug Abuse Summit this summer. The program provided information on the Arkansas Prescription Monitoring Program that has recently been activated to help reduce prescription drug abuse and enhance patient care. Ms. Lisa Barnhill, the Drug Enforcement Agency Group Supervisor, for Arkansas presented excellent information on drug abuse and recognition of drug abusers. There were many pieces of information that, in hindsight, I recognized in co-workers over the years but failed to understand drug abuse. Time did bear out for a few of the person's to admit to drug abuse. One person even lost his life to a drug overdose. Had I been better educated, I may have been able to intervene. The information presented here is from Ms. Barnhill's presentation.

HOW DO I RECOGNIZE A DRUG IMPAIRED CO-WORKER?

Drug abusers often exhibit similar aberrant behavior. Certain signs and symptoms may indicate a drug addiction problem in a healthcare professional. Have you observed some of the following signs?

- Work absenteeism – absences without notification and an excessive number of sick days used;
- Frequent disappearances from the work site, having long unexplained absences, making improbable excuses and taking frequent or long trips to the bathroom or to the stockroom where drugs are kept;
- Excessive amounts of time spent near a drug supply. They volunteer for overtime and are at work when not scheduled to be there;
- Unreliability in keeping appointments and meeting deadlines;
- Work performance which alternates between periods of high and low productivity and may suffer from mistakes made due to inattention, poor

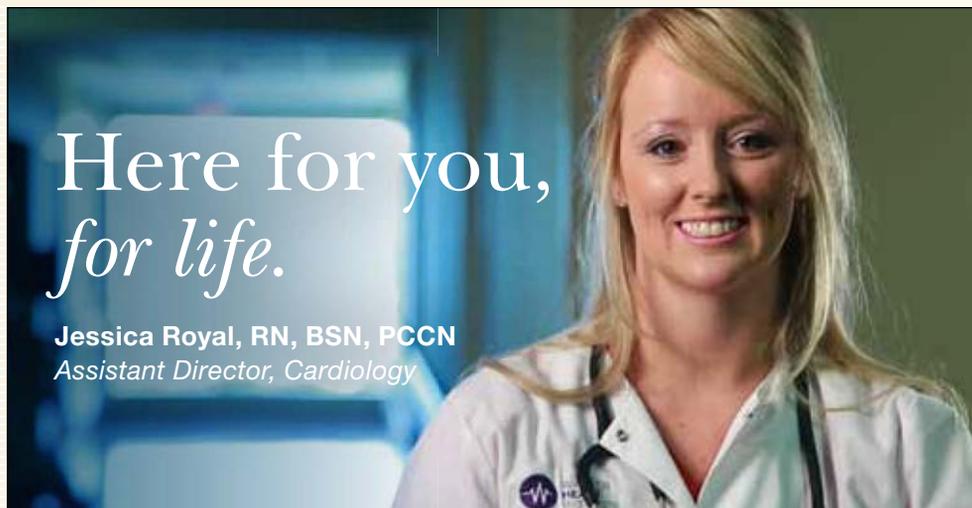
- judgment and bad decisions;
- Confusion, memory loss, and difficulty concentrating or recalling details and instructions. Ordinary tasks require greater effort and consume more time;
- Interpersonal relations with colleagues, staff and patients suffer. Rarely admits errors or accepts blame for errors or oversights;
- Heavy “wastage” of drugs;
- Sloppy recordkeeping, suspect ledger entries and drug shortages;
- Inappropriate prescriptions for large narcotic doses;
- Insistence on personal administration of injected narcotics to patients;
- Progressive deterioration in personal appearance and hygiene;
- Uncharacteristic deterioration of handwriting and charting;
- Wearing long sleeves when inappropriate;

- Personality changes – mood swings, anxiety, depression, lack of impulse control, suicidal thoughts, or gestures;
- Patient and staff complaints about healthcare provider's changing attitude/behavior;
- Increasing personal and professional isolation.

SHOULD I BECOME INVOLVED?

Healthcare professionals often avoid dealing with drug impairment in their colleagues. There is a natural reluctance to approach a co-worker suspected of drug addiction. There is the fear that speaking out could anger the co-worker, resulting in retribution or could result in the colleague's loss of professional practice.

Many employers or co-workers end up being “enablers” of healthcare practitioners whose professional competence has been impaired by drug abuse. Addicted



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colleagues are often given lighter work schedules and excuses are made for their poor job performance. Excessive absences from the work site are often overlooked. Drug impaired co-workers are protected from the consequences of their behavior. This allows them to rationalize their addictive behavior or continue their denial that a problem even exists.

If you recognize the aforementioned signs or symptoms in a co-worker, it's time to demonstrate concern. You may jeopardize a person's future if you cover up or don't report your concerns. Many well-educated highly trained and experienced healthcare practitioners lose their families, careers, and futures to substance abuse. Tragically, some healthcare workers have even lost their lives to their drug addiction because the people who saw the signs and symptoms of their drug use refused to get involved.

By becoming involved, you cannot only help someone who may be doing something illegal, but more importantly, your action could affect the safety and welfare of your addicted employee or co-worker AND those patients or the public who may come in contact with him or her.

WHAT CAN I DO TO HELP?

For some employees, the mere fact that their supervisor talks to them about their poor work performance is enough to help them change. For others, the problem may be more severe and require more drastic measures. The threat of losing a job may have more influence on a drug abuser than a spouse's threat to leave or a friend's decision to end a relationship. Many drug abusers will seek help for their problem if they believe their job is at stake, even though they have ignored such pleas from other people important in their life.

Drug addicts can recover and effective help is available. Encourage your co-worker or employee to seek drug treatment assistance. Treatment centers maintain the confidentiality of those seeking assistance to the greatest extent possible. If you have further questions, please contact Mary Trentham, Attorney Specialist at mtrentham@arsbn.org.

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8:30 - 9:00 a.m.	ASBN 101
9:00 - 10:00 a.m.	Pictorial Progression of the Profession
10:00 - 10:15 a.m.	Break
10:15 - 11:00 a.m.	Catch Me if You Can! The Art of Identifying Nursing Imposters
11:00 - 12:00 noon	An Often Overlooked Position of the <i>Nurse Practice Act & Rules</i>
12:00 - 12:45 p.m.	Lunch
12:45 - 1:30 p.m.	Where We Have Been... Where We Are Going — Job Pitfalls
1:30 - 2:30 p.m.	“The Dog Ate My Prescription!” Drug-Seeking Behaviors that Nurses Should Recognize
2:30 - 2:45 p.m.	Break
2:45 - 3:45 p.m.	Tips For Success on NCLEX®



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ANTIMICROBIAL STEWARDSHIP

The concept of antimicrobial resistance has been around since the emergence of modern antibiotics. Lax standards in antibiotic prescription and usage have catapulted the health care industry into a state of emergency. The literature suggests that in hospitals, an estimated 50 percent of antibiotic orders are unnecessary and potentially lead to the death of thousands of Americans each year from infections caused by antibiotic-resistant pathogens.¹

Antimicrobial stewardship is one of several multifaceted interventions used to combat this phenomenon while preserving the effectiveness of current and future antibiotics.² Antimicrobial stewardship has been defined as “the optimal selection, dosage, and duration of antimicrobial treatment or prevention of infection, with minimal toxicity to the patient and minimal impact on subsequent resistance.”¹ An antimicrobial stewardship program (ASP) is a quality improvement intervention that can be initiated within several health care settings. Each health care setting should work within its resources, budget and personnel constraints to develop a team of participants whose purpose is to reduce antimicrobial resistance; preserve current antibiotics from overuse, misuse, and abuse; improve patient outcomes and safety; and reduce financial cost.^{1,2}

Based on the facility’s assessment of resources, several techniques, such as treatment algorithms, order sets, and pharmacy dosing, are available for use and implementation. It is paramount that all ASPs include an educational component. Concurrent review and feedback should also be high on the list of must-haves when developing the program.^{2,3} “Get Smart for Healthcare,” a campaign launched in 2010 by the Centers for Disease Control and Prevention, is focused on improving antimicrobial use in the inpatient health care setting through the implementation of antimicrobial stewardship programs.⁴

To demonstrate the value of an ASP, it is important to develop a process to measure outcomes. Each new process implemented should include a way to measure the success or failure of that process. A predetermined timeline for assessment provides structure to the program as well as a way for each stakeholder to monitor and track individual obligations.^{1,3} California, the first state with legislation targeting the judicious use of antimicrobials, has many hospitals who have observed positive trends in data since the initiation of an ASP.³ The increased prevalence of more complex patient populations presents antimicrobial resistance as a daunting challenge for the health care industry. With a small

number of new antimicrobials in development, antimicrobial stewardship is one of the strongest lines of defense.

As part of the Centers for Medicare & Medicaid Services’ 10th Statement of Work, the Arkansas Foundation for Medical Care, the state’s Medicare Quality Improvement Organization, will be collaborating with hospitals throughout the state to implement ASPs. A toolkit with more information about this effort is available at www.afmc.org.

REFERENCES

1. Doron S, Davidson L. Antimicrobial stewardship. *Mayo Clinic Proceedings*. 2011;86(11):1113-1123.
2. Chung GW, Wu JE, Yeo CL, Chan D, Hsu LY. Antimicrobial stewardship: A review of prospective audit and feedback systems and an objective evaluation of outcomes. *Virulence*. 2013;4(2):151-157.
3. Trivedi KK, Rosenberg J. The state of antimicrobial stewardship programs in California. *Infection Control and Hospital Epidemiology*. 2013;34(4):379-384.
4. Centers for Disease Control and Prevention. Get Smart for Healthcare. Retrieved from <http://www.cdc.gov/getsmart/healthcare>.



PHYLLIS DECLERK RETIRES



Phyllis DeClerk recently retired from her position as Assistant Director of the Arkansas State Board of Nursing. Phyllis began employment at the Board in July 1993 as Director of Nursing Practice and continued in the role as the title changed to ASBN Assistant Director. July 2013 marked 20 years of employment with the ASBN.

She received her associate's degree in nursing from the University of Arkansas at Little Rock and is certified as a Legal Nurse Consultant through the American Association of Legal Nurse Consultants.

Prior to coming to the ASBN, Phyllis worked as a neurosurgical nurse for a large neurosurgical clinic in Memphis, Tennessee and as an operating room supervisor in outpatient facilities in Little Rock.

When reflecting on her role in the discipline department, she noted that the most memorable discipline cases are the cases which resulted in revocation of a nurse's license, and she was always surprised when a nurse in an investigative period, with known factual events documented as violations



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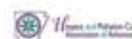
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of the *Nurse Practice Act*, would tell her she was a “good nurse.”

About retirement, she stated, “I plan to write the next chapter of “my” book. I am looking forward to discovering what is beyond today. Nursing has been a blessing to me.”

Phyllis exemplified the Board’s mission of protecting the public in her role as Assistant Director from the Nursing Practice Department, and she will be missed. We wish her well in this new chapter of her life!



The Employment
EXPERTS

Teresa Waters
teresa-waters@sbcglobal.net

Shannon Steed
shannon.steed@att.net

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CLARIFICATION OF ACT 1331 (SB 1171) REGARDING AN APRN'S ABILITY TO PRESCRIBE SCHEDULE II MEDICATIONS

The ASBN would like to clarify that Act 1331 does NOT allow APRNs (Advanced Practice Registered Nurses) with a DEA number to prescribe Schedule II medications. APRNs that hold Prescriptive Authority and a DEA number are still limited to prescribing Schedules III – V. Language in Act 1331 used the term “practitioner” when it discussed the prescribing of Schedule II medications, but the term “practitioner” referred to physicians, dentists, and veterinarians – not Nurse Practitioners. APRNs that prescribe Schedule II medications are in violation of the *Nurse Practice Act* and *Chapter 4 Rules*.

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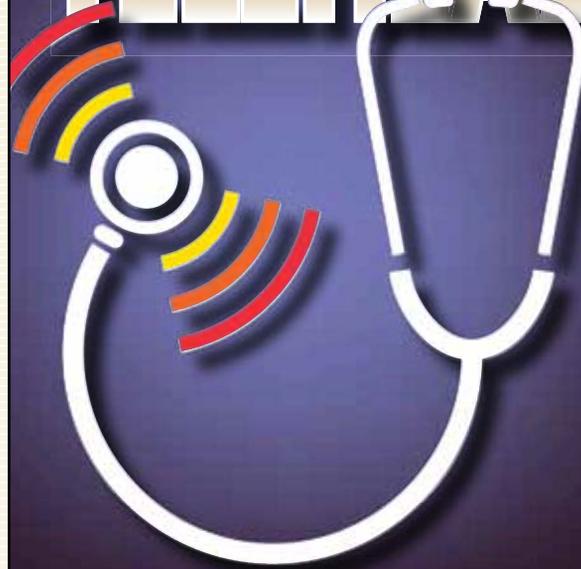
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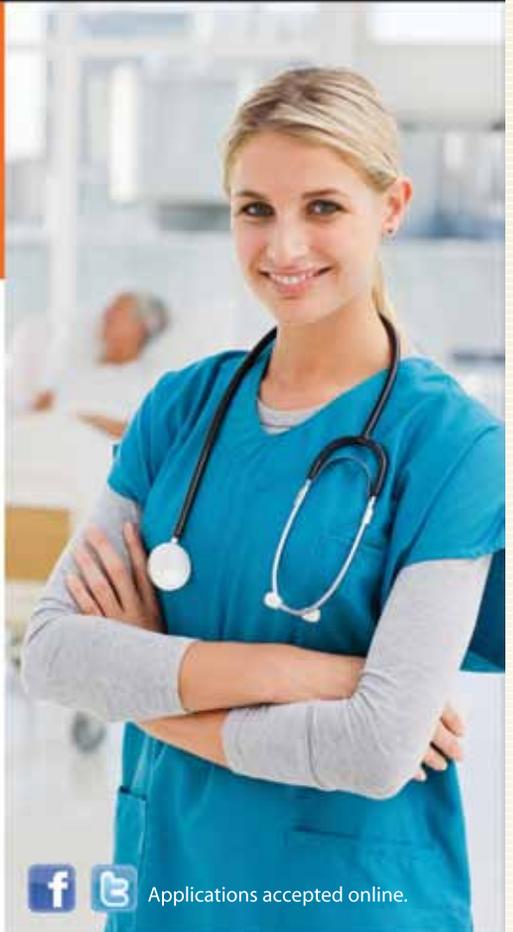
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The full statutory citations for disciplinary actions can be found at www.arsbn.org under *Nurse Practice Act*, Sub Chapter 3, §17-87-309. Frequent violations are A.C.A. §17-87-309 (a)(1) "Is guilty of fraud or deceit in procuring or attempting to 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.

PROBATION

Conyers, Susie Taylor

R063397, Mountain Home
A.C.A. §17-87-309(a)(2),(a)(4),(a)(6)&(a)(9)
Probation – 2 years
Civil Penalty - \$1,000

Deweese, Sonja Charisse Johnson

L044565, White Hall
A.C.A. §17-87-309(a)(2),(a)(4),(a)(6)&(a)(9)
Probation – 3 years
Civil Penalty - \$1,500

Drummond, Patrick Shawn

S002215, R064882, Jonesboro
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 1 year
Civil Penalty - \$500

Eisler, Julie Danne Brown Greer

L039472, Louann
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 3 years
Civil Penalty - \$1,800

Gibson, Shellie Leeann

R077359, Benton
A.C.A. §17-87-309(a)(1)&(a)(6)
Probation – 3 years
Civil Penalty - \$1,500

Hilton, Darlene Kolbicka

R031102, Glenwood
A.C.A. §17-87-309(a)(4),(a)(6)&(a)(9)
Probation – 3 years
Civil Penalty - \$1,000

Hyso, Nicole Danielle

L046439, Van Buren
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

Ledbetter, Allison M.

R084159, Bauxite
Probation Non-Compliance
Probation – 1 year
Civil Penalty - \$500

McKnight, Latosha Denise

R092116, Pine Bluff
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

Meador, Jamie Rene

R090670, Prairie Grove
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$250

Moore, Sheila Ann

L042775, Hampton
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

Patterson, Barbara Jane Patterson Kendrick

R028486, Prairie Grove
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

Sadoski, Juanita Joann

R087270, Mansfield
Probation Non-Compliance
Probation – 1 year
Civil Penalty - \$63

Sharp, Danny Keith, Jr.

R055901, Mountain Home
A.C.A. §17-87-309(a)(4),(a)(6)&(a)(9)
Probation – 5 years

Simmering, Taira Renea

R089079, Benton
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 5 years
Civil Penalty - \$2,500

Stokley, Lawana S.

L047359, Bruno
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

West, Stevi Renee

L051441, Altus
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 4 years
Civil Penalty - \$2,000

Whitright, Valerie Anina

L053560, Fayetteville
Probation Non-Compliance
Probation – 1½ years
Civil Penalty - \$500

Wiley, Mary Ellen Jackson Guthrie

R049062, Springdale
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 2 years
Civil Penalty - \$1,000

Young, Linda Isabel

C002647, R078158, North Little Rock
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 5 years

SUSPENSION

Bowman, Sarah Carmel

R049288, Mabelvale
Probation Non-Compliance
Suspension – 6 months, followed by
Probation – 2 years
Civil Penalty - 1,500

Cooper, Amanda Dawn Miller Talley

T001701, Greenbrier
A.C.A. §17-87-309(a)(4),(a)(6)&(a)(9)
Suspension – 2 years, followed by
Probation – 3 years
Civil Penalty - \$3,000

Hayden, Breeanna Elizabeth Morrison Hayden

L047896, Monticello
Probation Non-compliance
Suspension – 2 years, followed by
Probation – 2 years
Civil Penalty - \$1,000

Kelly, Linda Faye Ray

A003073, R065929, Memphis, TN
Probation Non-Compliance
Suspension – 1 year, followed by
Probation – 2 years
Civil Penalty - \$1,500

Litchford, Virginia Ann Kemp Tiner

L025271, Texarkana
Letter of Reprimand Non-Compliance
Suspension – until terms met

Pierce, Mandy Kaye

L041338, Camden
A.C.A. §17-87-309(a)(6)
Suspension – 2 years, followed by
Probation – 3 years
Civil Penalty - \$2,888

Webb, Lindsey Lea Bailey

R087096, Camden
Probation Non-Compliance
Suspension – 1 year, to be followed by
Probation – 3 years
Civil Penalty - \$1,000

Continued on page 28

VOLUNTARY SURRENDER

Burgess, E. Ellen McCracken Thurman McCracken
R050470, Little Rock
June 11, 2013

Burnett, Elizabeth Nicole
L052618, Blytheville
May 31, 2013

Burns, Mary Carlene Cox Firestone
L025137, Conway
May 31, 2013

Clark, Amber Kathrine
L052611, Grapevine
June 6, 2013

Clossen, Brenda Fay Coy
L015110, Mountain Home
May 31, 2013

Davis, Lance Oneal
L051406, Jonesboro
June 4, 2013

Dennis, Nakia Kawane Page
R073673, L038441, Camden
April 17, 2013

Dobbs, Melissa Kennette Edwards
R036000, Hot Springs
May 16, 2013

Donaldson, Danielle Kees
L046897, Searcy
June 3, 2013

Ducharme, Jenny Lynn
R081232, Wynne
June 6, 2013

Duvall, Angela Kay
R052771, Valrico, FL
April 17, 2013

Everage, Lisa Lynn Bates
L042031, Hot Springs
April 30, 2013

Frazier, Daniel Lynn
C000437, R019507, Hot Springs
June 11, 2012

Gibson, Tara Ann Snipes
L040970, Mabelvale
June 6, 2013

Hogan, John Michael
L047786, Osceola
May 22, 2013

Jessup, Cynthia Lisa Robertson Overholser
R066656, L028076, Wynne
April 11, 2013

Jones, Mechelle Deann Russell Tippit
L027611, Hot Springs
May 8, 2013

Kiech, Tiffany Amber Hutton Lancaster
R090803, L041943, Jonesboro
May 9, 2013

Lucas, Kesia Lafaye Bryant
L039534, Conway
June 11, 2013

Pena Durinda Kay Cochran
A002908, R034609, Fayetteville
May 8, 2013

Reynolds, Kathleen Dawn
R082052, Portland, OR
April 29, 2013

Roy, Steven Christopher
L051448, Bryant
May 28, 2013

Shockey, Heather Jean Komarek Hughes
R080263, L042765, Russellville
May 9, 2013

Spinks, Kathy Renee Powell
R070601, L028118, Batesville
May 9, 2013

Tempelmeyer, Darla Marie
R088140, Fort Smith
June 6, 2013

Wallace, Gerald Adrian Jr.
C000922, R042594, Redmond, OR
June 10, 2013

Watts, Michael Clell
R050307, Conway
May 8, 2013

Werner, Tonya Paige
R085398, Little Rock
May 22, 2013

Williams, Brenda Gail Huitt
R055482, L032489, Hermitage
June 10, 2013

REINSTATEMENTS WITH PROBATION

Fritsch, Charles Henry
R056247 (expired), Tillar
Probation – 4 years
April 23, 2013

Hardin, Julie Anne Scott Jobb
R066287, Rogers
Probation – 3 years
April 23, 2013

Wood, Lisa Kathleen Adair
R035196 (expired), L025087 (expired),
Little Rock
Probation – 3 years
April 24, 2013

REPRIMAND

Barden, Mary Louise
R078088, Glenwood
June 3, 2013

Bryan, Tammy Sue
R045163, Marshall
June 3, 2013

Clifton-Jones, Denise Rae Brown
A003461, R069180, L039145, Viola
June 3, 2013

Eackles, Rashad Terrell
R078710, College Station
June 3, 2013

Frederick, Linda Kay
L021827, Subiaco
June 3, 2013

Griffith, Sheila Ann Leopard
L035592, Mountain View
May 20, 2013

Hamlin, Rosemary Holley Ashford
R086920, L044854, Dumas
April 16, 2013

Hanan, Susan Joyce Freeman
L035937, Black Rock
June 3, 2013

Oldham, Wednesday Helana
L050656, Fayetteville
May 20, 2013

Peeks, Tammy Renae Gay Calvin Passmore
L019378, Jonesboro
June 3, 2013

Pennon, Mary Lee McElroy Whitfield
L025493, Mesquite, TX
June 4, 2013

Shaw, Susan Beth
L033088, Walnut Ridge
June 4, 2013

REVOCATION

Lynch, Karen Denise Turner Bowman
R050667, L017732, Searcy
June 12, 2013

Thompson, Cheryl Lynn
L047811, Springdale
June 13, 2013

PROBATIONARY STATUS REMOVED

Banick, Ashlea Veronica
R090756, Fayetteville
April 16, 2013

Clowers, Wannetta Fay Legros
A003017, R033731, Sheridan
April 17, 2013

Farmer, Kandy Kolett Kimes
R019489, Benton
April 16, 2013

Goodson, Afton Dawn
L048271, Arkadelphia
April 16, 2013

Hess-Hopper, Tracie Lanett Hess Hanks Boulard
R052428, Forrest City
April 16, 2013

Hyde, Bonnie Jane Gill
R080866, L033428, Malvern
April 16, 2013

Leslie, Kathy L.
R083701, L047870, Benton
April 16, 2013

Lindsey, Mike
L033173, Marion
April 16, 2013

Nicholson, Catherine Coleena Cutlip
L042476, Alma
April 16, 2013

Whitten, Tammy Renee
L052772, Malvern
May 28, 2013

Yetter, Edward Elmer
L044332, Nashville
May 28, 2013

WAIVER GRANTED
Matlock, Tonya Lavone
PN Applicant, Hot Springs
May 9, 2013

Smith, Matashia R.
L054084, West Memphis
May 9, 2013

Smith, Patricia Ann
R093604, Little Rock
May 9, 2013

Thomas, Geraldine
PN Applicant, Alexander
May 9, 2013

Disciplinary Actions

JULY 2013

PROBATION

Ludwig, Scott Allen
C002635, R077880, Bentonville
A.C.A. §17-87-309(a)(4),(a)(6)&(a)(7)
Probation – 3 years

Reynolds, Melissa Suzanne Maranda Lynch
R054021, Hot Springs
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 5 years
Civil Penalty – \$2,500
Course – The Nurse & Professional Behaviors

Rye, Jessica Alexander
R090811, Danville
A.C.A. §17-87-309(a)(2)&(a)(6)
Probation – 2 years

Sparkman, Leah Denise
L052466, Taylor
A.C.A. §17-87-309(a)(6)
Probation – 1 ½ years

Winslow, Lesa Gail Tucker
R050771, Little Rock
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 2 years
Civil Penalty – \$1,000

SUSPENSION

Brackett, Kimberly Diane
R080036, Benton
A.C.A. §17-87-309(a)(4)&(a)(6)
Suspension – 2 years followed by
Probation – 2 years

Franzen, Polly Ann Raible
R031849, Stuttgart
A.C.A. §17-87-309(a)(4)&(a)(6)
Suspension – 2 years followed by
Probation – 3 years

Gossage, Carol Ann
L050115, Star City
Probation Non-Compliance
Suspension – 2 years followed by
Probation – 3 years
Civil Penalty – \$2,500

Grise, Heather Marie
L052382, Mena
A.C.A. §17-87-309(a)(4)&(a)(6)
Suspension – 2 years followed by
Probation – 2 years

Hall, Heather Delina Evans
L042950,
A.C.A. §17-87-309(a)(4)&(a)(6)
Suspension – 2 years followed by
Probation – 2 years

Harris, Thomas Dwayne
L053000, Little Rock
Probation Non-Compliance
Suspension – 2 years followed by
Probation – 3 years
Civil Penalty – \$2,500

SUMMARY SUSPENSION

Doyle, Nexie Nicole Sweeten Johnston Hartwick
R066110, L037718, Higden
July 11, 2013

VOLUNTARY SURRENDER

Akines, Valerie Ann
L050712, White Hall
June 20, 2013

Barden, Mary Louise
R078088, Greenwood
July 2, 2013

Long, Melissa Serenity
L053567, Poteau, OK
July 9, 2013

Maupin, Brittany
L053644, Little Rock
July 8, 2013

Nelson, Raymond Ray, Jr.
L030722, Pine Bluff
June 26, 2013

Northcutt, David Matthew
R079850, Carlisle
July 1, 2013

Scott, Ashley Crystal
L046250, Fort Smith
July 8, 2013

REINSTATEMENTS WITH PROBATION

McCreary, Tami Lynnette Hunt Moore Jones
L028957, Atkins
A.C.A. §17-87-309(a)(4)&(a)(6)
Probation – 2 years
Civil Penalty – \$500 + prior balance

REPRIMAND

Byers, Cassandra Marie Wilson
L041987, Nashville
June 25, 2013

Heath, Marilyn Lynn Crocker Rush
L013505, Jonesboro
June 21, 2013

Hutson, Kathy Kay Isaacs
R065826, Spavinaw, OK
June 26, 2013

Presley, Rebecca Jo Hunt
R051464, Fayetteville
June 25, 2013

REVOCACTION

Armstrong, Elisha Sue
L046302, Anderson, MO
July 10, 2013

PROBATIONARY STATUS REMOVED

Clay, Alicia Elaine Shafner
L052892, Oxford
June 24, 2013

Collins, Susan Kathleen Kennedy
L045153, Mayflower
July 2, 2013

Cypert, Natalie K.
R086787, Conway
June 24, 2013

Deardorff, Shelby Leigh
R090981, Fayetteville
June 24, 2013

Greer, Sheila Dianne Hammond
R020596, Magnolia
July 8, 2013

Meurer, Mitchell Karl
C000937, R036194, Little Rock
July 2, 2013

Traywick, Crystal Diane
L052891, Marmaduke
June 24, 2013

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