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ASBN

# Update

December 2015 • Volume 19  
Number 6

**SAVE LIVES  
BY GETTING  
A FLU  
VACCINE**

**ADVANCED  
PRACTICE  
REGISTERED  
NURSES (APRNS):  
HYDROCODONE  
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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  
**EDITOR** LouAnn Walker

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

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



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# How Are We Doing?

We all need feedback on our performance — whether it is at work or at home.

Feedback provides guidance on what we should continue to do and what needs modification. As director of the Board of Nursing I need to know how this agency is performing. Our mission is to protect the public. Are we accomplishing our mission? I think we are, but how do I know that for sure? To accurately answer the question, I need objective data; not just my opinion.

In 1998, the National Council for State Boards of Nursing initiated the benchmarking process for state boards of nursing called CORE (Commitment to Ongoing Regulatory Excellence). The purpose of CORE is to track the effectiveness and efficiency of nursing regulation nationally, as well as on an individual board of nursing level, in order to assist with improving program performance and providing accountability to higher levels of authority and the public. Since 2002, CORE surveys have been sent every two years to boards of nursing, educators, nurses and employers. The survey results are compiled and distributed to all boards of nursing. I would like to share with you a few highlights from the discipline section of the 2014 Core Report.

Nurses were asked what percent of

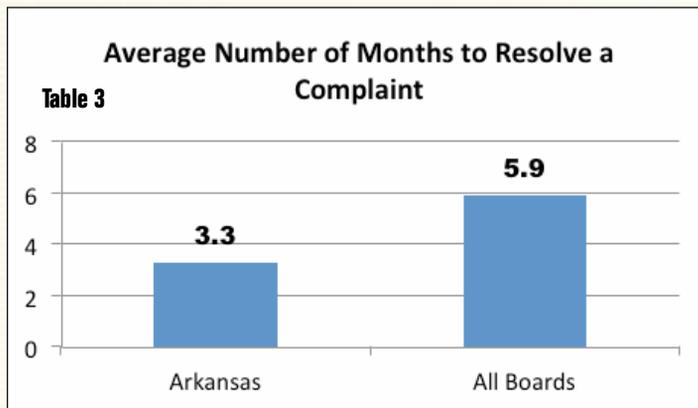
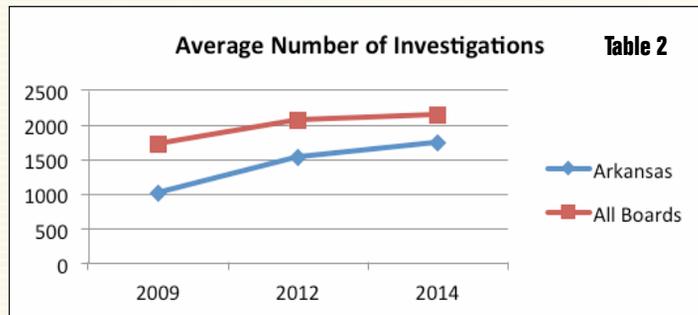
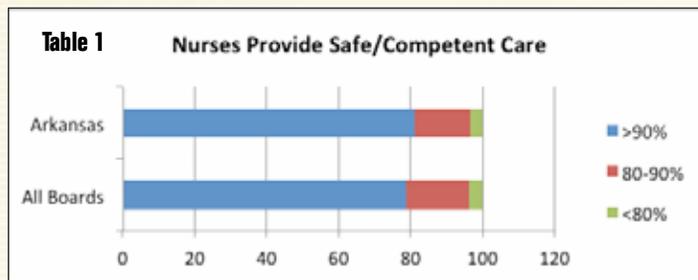
nurses they work with provide safe and competent care. In Arkansas, 81 percent of nurses indicated that more than 90 percent of nurses they work with provide safe and competent care. All boards combined reported 78.7 percent of nurses provide safe and competent care (Table 1).

Complaints come into the board of

Not all complaints result in disciplinary action against the nurse's license. In 2014, 98.7 percent of Arkansas nurses did not have any current disciplinary action against their nursing license(s). This is a very reassuring statistic and something Arkansas nurses can be proud of.

When a nurse is under investigation it feels like it takes forever for the board of nursing to resolve the complaint. In 2014, it took Arkansas an average of 3.3 months to complete an investigation compared to 5.9 months for all boards combined (Table 3). We have implemented several internal processes that have resulted in reducing the time it takes to resolve a complaint and continue to implement measures that can reduce investigative time.

Due to limited space, I have shared only a small snippet of information contained in the 2014 CORE Report. In future issues of the *ASBN Update*, I will share additional parts of the report related to licensure, practice and educational programs. I want to say thank you to nurses, employers and educators who took time to respond to the survey. Your input is valuable to us, and we spend considerable time analyzing the results and making improvements to our processes.



nursing every day. The ASBN has noted a continual increase in the number of investigations initiated over the past five years. As noted in Table 2, this is a trend across the United States.

*Sue A. Tedford*



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# #NURSESUNITE

In September of this year, Miss Colorado Kelly Johnson, a Miss America contestant, had no idea what her talent would do for the profession of nursing. Now, I don't think there is a single nurse who is unfamiliar with Miss Johnson's talent.

But just in case someone was out of the country without any form of technology or contact with others, I will give a brief overview. Miss Johnson's talent was a monologue about the profession of nursing. She came out in scrubs with a stethoscope around her neck. Some saw the monologue as her talent, while others believe her true talent is being a nurse. Regardless of your take on her talent, she definitely caused a stir that I believe she never saw coming.

On the September 15 episode of ABC's *The View*, the co-hosts began to discuss her talent by stating it "was not a talent," "why is she wearing a costume?" "why does she have a doctor's stethoscope around her neck?" ABC had no idea what would ensue from the co-hosts' derogatory comments. Nurses across the nation immediately banded together through the use of social media. Whether it was Twitter with #nursesunite or the Facebook page, *Show Me Your Stethoscope*, that garnered more than 800,000 followers in a matter of a few days, the professional outcry was unprecedented. Nurses demanded to be heard for what they are; talented, educated, hard-working, dedicated, compassionate, honest, trustworthy professionals. The nursing profession demanded an apology from *The View*.

On September 16, what appeared to be an attempt at an apology, only added fuel to the fire. Major companies began to pull advertising including big names, like Johnson and Johnson, Egglund's Best, Party City, Snuggly and McCormick Spices. In response to the financial pressure, ABC's *The View* apologized to and celebrated the profession by bringing a number of nurses on the show to discuss our educational and day-to-day job requirements.

Within two days, nurses all over the nation had forced a change — a significant positive change! Imagine what we could do if we stood together for issues facing our profession - issues like nurse-patient ratios, safe-practice environments, variety of patient acuities, long-shifts and excessive work hours, lack of respect and consideration as an integral part of the healthcare team, patient care coordination, insurance companies regulating the care we provide our patients, and the legislative issues facing nursing today and in the upcoming future.

Arkansas has 56,000 licensed nurses in the state — 56,000 nurses compared to approximately 6,500 licensed physicians in the state. Think of how we can be heard and the changes we can make for our profession if we choose to become involved. How can we have a voice? Develop local groups in your community and workplace to address issues nurses are facing. Join your state and national nursing organizations that address workplace and legislative issues. Become familiar with your legislators and visit with them about your concerns.

So, #nursesunite! And proudly wear your Nurses Stethoscope!



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## RN CARE CASE MANAGER

### Minimum Job Requirements

1. Arkansas Registered Nurse with current license and in good standing with at least 3 years of clinical practice.
2. CM Certification required. If certification not obtained prior to employment, must sit for exam after 12 months of employment. If not passed on first attempt, must re-test and pass within 2 yrs of employment.
3. Bachelors (or higher) degree in health related field preferred.
4. Experience in case management, home health, critical care, medical/surgical, social work, and discharge planning or concurrent review. Renal experience a plus
5. Keyboarding skills.
6. Average PC navigation skills.
7. Excellent interpersonal skills and above average communication skills.
8. Experience in rehab, orthopedics, disease management, or oncology a plus.

**2016  
BOARD DATES**

January 6	Hearings
January 7	Business Meeting
February 17	Hearings
February 18	Hearings
March 14-16	NCSBN Midyear Meeting, Baltimore, MD
April 13	Hearings
April 14	Hearings
May 11	Board Strategic Planning
May 12	Business Meeting
June 8	Hearings
June 9	Hearings
July 13	Hearings
July 14	Hearings
August 17-19	NCSBN Annual Meeting, Chicago, IL
September 7	Hearings
September 8	Business Meeting
October 12	Hearings
October 13	Hearings
November 16	Hearings
November 17	Hearings



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**Speakers:**  
Cindy Cooke, DNP, FNP-C,  
FAANP - President American  
Association of Nurse  
Practitioners  
Barb Bancroft, RN, MSN, PNP

**ANPA Mission: to unite,  
support, educate, and  
enhance the professional  
identity of Nurse  
Practitioners in Arkansas**

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ASBN Executive Director

Fred Knight  
ASBN General Counsel

Mary Trentham, MNSc, MBA, APRN-BC - Attorney Specialist

Susan Lester, Executive Assistant to the Director

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Gail Bengal  
Fiscal Support Specialist

Carol Craft  
Administrative Specialist II

Sydni Varhalla  
Administrative Specialist II

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Debra Garrett, MNSc, APRN, ASBN Program Coordinator

Jim Potter, ASBN Regulatory Board Chief Investigator

Corrie Edge, Legal Support Specialist

Debra Fletcher, Legal Support Specialist

Carmen Sebastino  
Administrative Analyst

Patty Smith  
Legal Support Specialist

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Tammy Claussen, MSN, RN, CNE - ASBN Program Coordinator

Jill Hasley, MNSc, RN  
ASBN Program Coordinator

Margie Brauer  
Licensing Coordinator

Carla Davis  
Licensing Coordinator

Lori Gephardt  
Licensing Coordinator

Ellen Harwell  
Licensing Coordinator

Carla Jordan  
Licensing Coordinator

Andrea McCuien  
Administrative Specialist III

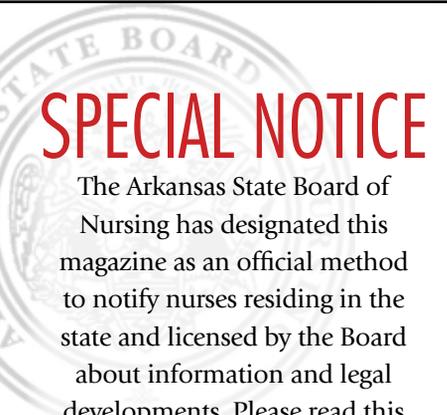
Markeisha Phillips  
Licensing Coordinator

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LouAnn Walker, Public Information Coordinator

Albert Williams  
Information Systems Coordinator

Susan Moore  
Computer Operator



## 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	LO16658
Amber Sanders	RO73529
Nathan Shaheed	T001220
Angela Shupert	LO37543
June Elizabeth Sivils	LO30290
Della Williams	LO28175



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# Pinnacle Pointe

BEHAVIORAL HEALTHCARE



Pinnacle Pointe Behavioral Healthcare System (PPBHS) is so excited to welcome our new Chief Nursing Officer, Barbara Grimaudo, to the community!

A seasoned nursing executive, Barbara brings more than 20 years of nursing and healthcare experience to the organization.

Barbara will be responsible for overseeing patient care services and nursing personnel within Pinnacle Pointe Hospital. The key focus of her position will be to ensure the delivery of extraordinary care and service to our patients and families, in addition to expanding the services we offer to those in our community.

Prior to joining PPBHS, Barbara dedicated her time, energy, and nursing expertise over the last 20 years to serving vulnerable populations and caring for those in need. Clinically, Barbara has extensive experience in behavioral health and psychiatry, holding a certification in psychiatric nursing. Administratively, she has owned and operated multiple retirement homes, as well as a facility for those with mental illness. In addition to being a Registered Nurse, Barbara has been a clinical instructor for nursing students, has a Bachelor's Degree in Business, and a Master's Degree in Healthcare Administration.

Barbara is very passionate about nursing and has a heart for patient care that is unprecedented; we are fortunate to have her. Welcome to the team Barbara!

Pinnacle Pointe Behavioral HealthCare System  
11501 Financial Centre Parkway  
Little Rock, Arkansas 72211

501.223.3322 • 800.880.3322  
[www.PinnaclePointeHospital.com](http://www.PinnaclePointeHospital.com)

## Arkansas' Largest Behavioral HealthCare System





Some of the most frequently asked questions at the front desk are:

**Q. How can I find my expiration date since it is not on my card?**

A. Go to [www.arsbn.org](http://www.arsbn.org). There is a list of our online services toward the bottom of the page. Choose Registry Search and type in either your license number OR your name - not both. After you click "Search," your name should appear on the screen. Once your name appears on the screen, click on it. You will see every license you have held or currently hold in Arkansas. This is where you and your employer will always view your license status.

**Q. Do I have to have the plastic card to practice?**

A. No, the plastic card is NOT a license. It is a keepsake card for you to have something with your license number. An employer cannot require you to have the card and must verify your licensure status on the Registry Search.

**Q. After I order a plastic keepsake card, how long does it take to receive it?**

A. Approximately three to four months. The order is sent monthly to a third party to be made, printed and mailed, and the timeframe is out of our control.

**Q. Can I submit a paper renewal form or do I have to renew online?**

A. All renewals must be submitted online unless your license has discipline issues (you are answering yes to one or more of the four discipline questions), your license has been

expired or inactive for 5 years or more, or you are an internationally educated nurse without a social security number.

**Q. If I am required to complete a paper renewal form, how do I get one?**

A. You may come to our office. Otherwise, you will need to send the ASBN a written request for a paper renewal form with a self-addressed stamped envelope. On the request, please include your name, reason for requesting a paper form and your license number or social security number.

**Q. How early can I submit my renewal?**

A. Up to 60 calendar days prior to the expiration date.

**Q. How long does a renewal take to process?**

A. If you submitted your renewal online, it takes approximately three to five business days. If you had to submit a paper renewal form, it takes approximately one to two weeks to process.

**Q. How many continuing education hours do I need to renew my license?**

A. RN and LPN with a current license are required to have 15 contact hours. If the license is expired (late) or inactive, you are required to have 20 contact hours.

**Q. Is there a grace period for me to renew my license after the expiration date?**

A. No. Your license will expire at midnight on your expiration date. After that time, you will be required to have five additional contact hours of continuing education and an additional \$100 late fee.

**Q. Can I come to the ASBN office to complete my Endorsement/Examination/PN Equivalency/Advanced Practice/Prescriptive Authority application by paper?**

A. No. All applications are online. The only applications not submitted online are the Name Change Request form, the Retired Request form, and the Inactive Request form. These forms are located on [www.arsbn.org](http://www.arsbn.org).

**Q. How do I submit my criminal background check?**

A. Directions on how to order a background check are within each application. Also, you may go to the Forms tab and click on Criminal Background Checks and Fingerprint Card Request System.

**Q. How can I get information on certified nursing assistants (CNAs)?**

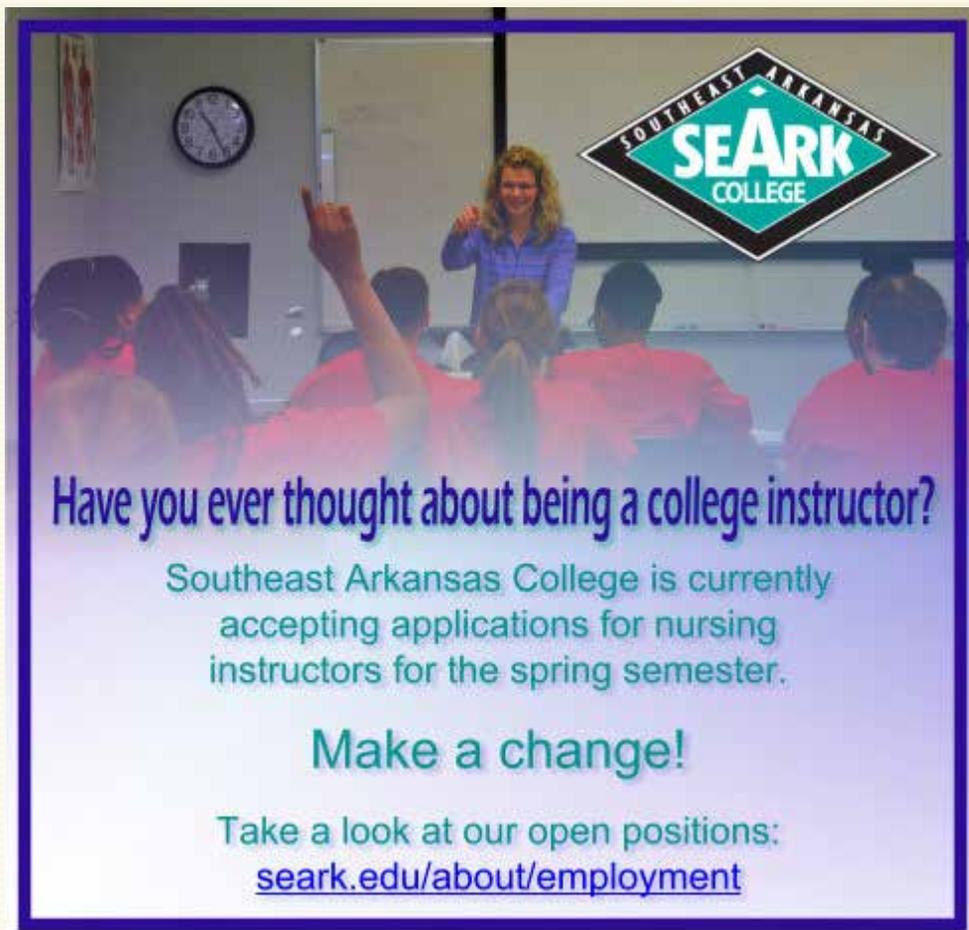
A. The Arkansas State Board of Nursing only regulates licensed practical nurses, registered nurses and advanced practice nurses. CNAs are regulated by The Office of Long Term Care, and can be reached at 501.320.6461.

**Q. If I live in another compact state, can I renew my license in Arkansas?**

A. No. You cannot live in one compact state and hold an active license in another compact state. You must declare your primary state of residence and get a license in that state. If it is a compact state, then you may work in any other compact state on that license as long as it is unencumbered. Example: if you live in Arkansas, you must hold an active Arkansas license and then you may practice in Texas, Missouri, Tennessee, etc. To see a list on the compact states, go to [www.arsbn.org](http://www.arsbn.org) and click on the Compact tab.

**Q. How do I see my exam results after taking the NCLEX®, and how long does it take to show the results?**

A. Go to [www.arsbn.org](http://www.arsbn.org) and scroll toward the bottom. You will see a list of our online services, and there will be an Exam Results option. Choose Exam Results and pay the \$5.50 fee to see your results. It takes about three business days to appear after you take the NCLEX. You only have to pay the first time you view, even if the results are not available the first time you check.



**Have you ever thought about being a college instructor?**

Southeast Arkansas College is currently accepting applications for nursing instructors for the spring semester.

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## What is the NLC?

- Currently comprised of 24 member state boards of nursing, the Nurse Licensure Compact (NLC) allows a nurse (registered nurse [RN] or licensed practical/vocational nurse [LPN/VN]) to possess a multistate license, which permits practice in both their home state and other compact states.
- Unless the nurse is under discipline or restriction, a compact license permits practice (physically and telephonically/electronically) across state lines in all NLC states.

## How to Obtain a Compact License

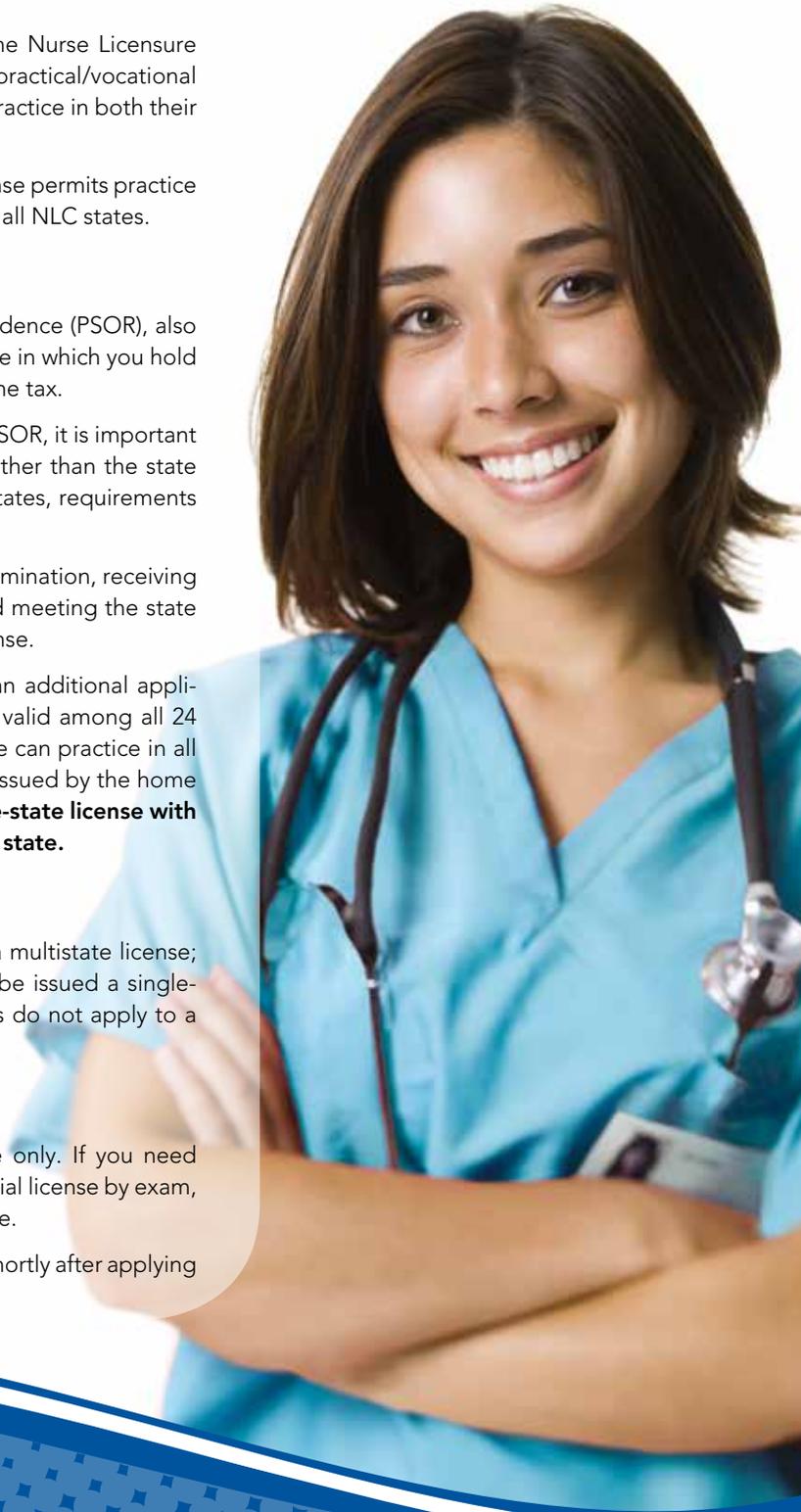
- To be eligible for a multistate license, your primary state of residence (PSOR), also known as your home state, must be an NLC state. This is the state in which you hold a driver's license, are registered to vote and/or file federal income tax.
- Since many students obtain degrees in a state other than their PSOR, it is important to reference the licensure requirements for your home state rather than the state in which you are attending college. Even if both are compact states, requirements may differ.
- If your PSOR is a compact state, by applying for licensure by examination, receiving authorization to test (ATT) in that state, passing the NCLEX and meeting the state licensure requirements, you may be eligible for a multistate license.
- Applying for a compact license does not require completing an additional application for licensure – the license issued by your home state is valid among all 24 compact states. As long as your PSOR does not change, a nurse can practice in all compact states on an active compact license in good standing issued by the home state. **Outside of the compact, you still must apply for a single-state license with the appropriate board of nursing in order to practice in that state.**

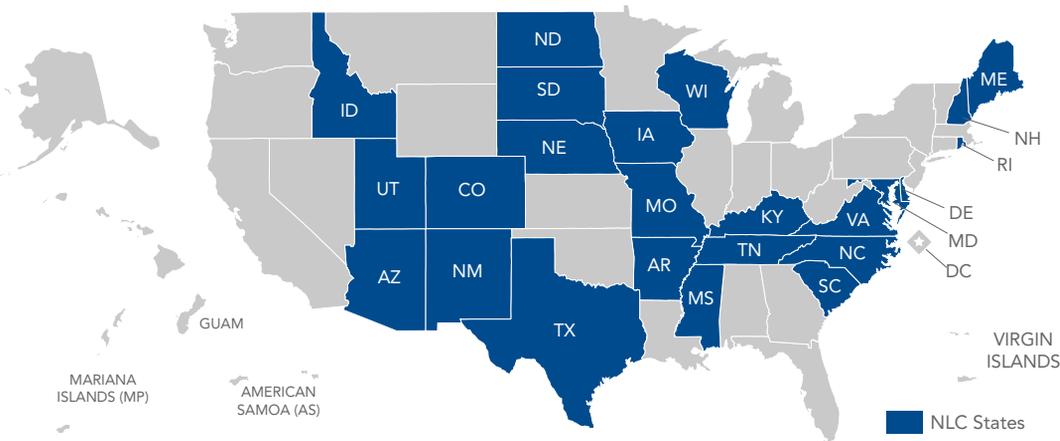
## Residents of Noncompact States

- A nurse whose PSOR is a noncompact state is not eligible for a multistate license; when applying for licensure in a compact state, the nurse will be issued a single-state license (valid only in the state of issuance). Compact rules do not apply to a noncompact state resident.

## Applying For Licensure Pending a Job Offer

- Initial application for license by exam should be to one state only. If you need additional licenses in noncompact states, after receiving your initial license by exam, you can then apply for licensure by endorsement in another state.
- Some states also offer a temporary license, which can be issued shortly after applying for a license/permit.





## Applying For Licensure Pending a Job Offer, continued...

- As a resident of a compact state, you may only hold one compact license, but you may hold as many noncompact single-state licenses as needed.
- As a resident of a noncompact state, you may hold as many licenses as needed from any state; all licenses will be single-state licenses.

## Common Misconceptions

- As a new grad, you are not required to apply for your initial license by examination in the state where your nursing program is located, unless of course, you plan to live and work in that state. If you will be residing and working in a compact state, then that is the state to apply for licensure by exam and ATT (see example 1). If you will be residing and/or working in a noncompact state, then apply for license by exam and ATT in the state of employment (see example 2).
- After receiving the first license, subsequent licenses in other states are obtained by completing an application for license by endorsement. Often, new grads are taught that this is called “transferring” your license, although the current term is “endorse.” The NCLEX® is a national exam, not a state exam, so a candidate can take the exam at any location convenient to them. The results will be sent to the board of nursing where you applied for ATT and initial license by exam.

## Examples

- Mary went to school in New York (a noncompact state), but after graduation will move back to her home of Wisconsin (a compact state), where she will work. Mary should apply for license by exam and ATT with the Wisconsin Board of Nursing. She can take the NCLEX in New York, Wisconsin or anywhere convenient to her. She has no need for a New York license and would not apply for licensure in New York.
- Jill is in a nursing program in Missouri (a compact state), but after graduation, she will relocate to and start a job in Kansas (a noncompact state). She should apply for license by exam and ATT with the Kansas Board of Nursing. She has no need for a Missouri license and would not apply for licensure in Missouri.
- John attends school in Missouri (a compact state). Following graduation he will reside in Kansas (a noncompact state), but will work in Missouri. Since he needs privileges to work in Missouri, that is the state where he will apply for license by exam and ATT. Although Missouri is a compact state, he will receive a single state license rather than a compact license because he is a resident of a noncompact state. Since he lives in Kansas, but will not practice there, he has no need to apply for licensure in Kansas.
- Tom is completing a nursing program in Washington, D.C. After graduation, he’ll go back home to Utah. His job involves providing health education over the phone to patients in Utah, Colorado, Arizona and New Mexico; therefore he needs practice privileges in all of these states. Since his PSOR is Utah (a compact state) and the states of Colorado, Arizona and New Mexico are also compact states, he only needs his Utah license to practice. He will apply for license by exam and ATT with the Utah Board of Nursing.

## Other Important Information

- A nurse must follow the nurse practice act in each state of practice (visit [www.ncsbn.org/4319.htm](http://www.ncsbn.org/4319.htm) to find your state’s nurse practice act). In the case of telephonic or electronic practice, the state of practice is the state where the patient is located at the time practice occurs.
- For requirements when moving, see the fact sheet “What Nurses Need to Know,” which is available at [www.ncsbn.org/nlc.htm](http://www.ncsbn.org/nlc.htm).

## Helpful Links

**Licensure by Examination:**  
[www.ncsbn.org/NCLEX\\_Flowchart.pdf](http://www.ncsbn.org/NCLEX_Flowchart.pdf)

**Licensure by Endorsement:**  
[www.ncsbn.org/Endorsement\\_Flowchart.pdf](http://www.ncsbn.org/Endorsement_Flowchart.pdf)

**NLC Contact:**  
[NurseCompact@ncsbn.org](mailto:NurseCompact@ncsbn.org)

**NCLEX® Contacts:**  
[www.ncsbn.org/1206.htm](http://www.ncsbn.org/1206.htm)

**NLC Explained Video:**  
[www.ncsbn.org/3501.htm](http://www.ncsbn.org/3501.htm)



# SAVE LIVES BY GETTING A FLU VACCINE

Nurses play a key role in the prevention, treatment and control of seasonal influenza outbreaks. Getting an annual flu vaccination is a simple yet critical step that nurses should take to maintain their personal and family health, as well as to contribute to the health of patients and co-workers.

The Centers for Disease Control and Prevention (CDC) recommends annual flu vaccinations for all healthcare personnel including physicians, nurses and other workers in inpatient- and outpatient-care settings, paramedics and emergency medical technicians, and long-term care facility employees who have contact with residents. Dental personnel, pharmacists, laboratory personnel and students in these professions who will have contact with patients should also get vaccinations. Additionally, vaccinate clerical, dietary, housekeeping, laundry, security and maintenance, administrative, billing and volunteers not directly involved in patient care but potentially exposed to infectious agents that can be transmitted to others.

Influenza outbreaks can spread quickly and have catastrophic consequences. Prior to the development of influenza vaccines, early 20<sup>th</sup> century flu pandemics killed millions of people. The H1N1 vaccine was quickly developed during the 2009 H1N1 outbreak and millions were able to receive the vaccination. This quick response helped minimize the impact of that pandemic.

According to the CDC, an infected person can spread flu by coughing, sneezing or even talking, from up to six feet away from another person. Adults can infect others beginning one day before symptoms develop and up to a week after becoming sick. Children can pass the virus for a longer period. Symptoms start one to four days after the virus enters the body. You may be able to pass on the flu before you know you are sick as well as while you are sick. Some people can be infected with the flu virus but have no symptoms and still spread the virus to others.

## Quality metrics for flu vaccine

Beginning in 2015, the Arkansas Foundation for Medical Care, in partnership with the

Arkansas Department of Health's Office of Rural Health and Primary Care, began working with all 29 of Arkansas' critical access hospitals (CAH) through the Medicare Rural Hospital Flexibility (FLEX) grant program on collecting, reporting and improving performance to meet national quality metrics for flu vaccinations. These quality measures include *Influenza Vaccination Coverage Among Healthcare Personnel* and *Influenza Immunization* screening and vaccination for acute care hospitalized inpatients who are six months and older.

The influenza vaccination measures are among several quality measures that CAHs are currently working on under the FLEX program's Medicare Beneficiary Quality Improvement Project (MBQIP). MBQIP helps drive quality improvement based on data to improve patient outcomes and provide high quality care in CAHs. Prospective Payment System (PPS) hospitals as well as some CAHs have been nationally reporting *Influenza Vaccination Coverage Among Healthcare Personnel* since 2014 and *Influenza Immunization* screening and vaccination for acute care inpatients since 2012.

## Best practices to increase vaccination rates

A comprehensive approach is the most effective strategy to achieving universal influenza vaccination by health care professionals and related personnel. The CDC recommends these best practices to increase flu vaccination rates:

- Establish a written policy requiring employees to get an annual flu vaccine (most effective method)
- Provide free vaccines in the workplace and at multiple times/locations to accommodate all shifts
- Use a mobile vaccination cart to take vaccines to staff
- Provide staff with a free vaccine voucher to use at drugstores or clinics
- Offer vaccines at trainings, meetings, conferences and new employee orientation
- Partner with a hospital or pharmacy to provide vaccinations
- Establish a process to track proof of individuals' annual flu vaccinations
- Provide a strong educational program about flu and flu vaccines for all personnel. Include basic flu facts and refute mistaken beliefs, such as flu vaccines are not effective, flu is not a risk for younger workers or that vaccines cause long-lasting side effects.
- Ask vaccinated personnel to encourage co-workers to get vaccinated
- Track and report vaccination rates to staff and supervisors
- Use all types of social media to encourage vaccinations
- Remind unvaccinated personnel via email, phone calls, letters and encouragement from supervisors
- Provide contests or incentives to get vaccinated
- Vaccinate the medical director and management personnel in front of staff
- Educate staff about Affordable Care Act coverage for vaccines
- Advertise to consumers high vaccination rates by health care personnel to indicate the facility's enhanced patient safety

Seasonal flu outbreaks begin in October, peak in December through February, and can last through May. As nurses, we must do our part to reduce flu-related illness and deaths by getting an annual flu vaccination and by educating patients on prevention methods, treatment and flu-related complications.

Inpatient Influenza Immunization measure specifications: <https://www.qualitynet.org/dcs/ContentServer?c=Page&pagename=QnetPublic%2FPage%2FQnetTier2&cid=1141662756099>

Influenza Vaccination Coverage Among Healthcare Personnel measures: <https://www.qualitynet.org/dcs/ContentServer?c=Page&pagename=QnetPublic%2FPage%2FQnetTier2&cid=1196289981244>

<http://www.cdc.gov/flu/healthcareworkers.htm>

Local health units where flu vaccinations are available: <http://www.healthy.arkansas.gov/programsServices/localPublicHealthOffices/Pages/default.aspx>



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# Supporting Nursing Ethics



UAMS Nursing Ethics Committee provides interactive and fun ways to learn about ethics in the clinical setting.

Did you know that the American Nurses Association (ANA) deemed 2015 as the “Year of Ethics”? Did you know that since its inception in 1950, the Code of Ethics has undergone only two major revisions, the latest in 2015? This code provides a critical foundation by which we practice and for some nurses may not be a well understood or a valued underpinning. The ANA provides a general description of the purpose of this document:

- It is a succinct statement of the ethical values, obligations, duties, and professional ideals of nurses individually and collectively.
- It is the profession’s non-negotiable ethical standard.
- It is an expression of nursing’s own understanding of its commitment to society.

<http://www.nursingworld.org/MainMenuCategories/EthicsStandards/CodeofEthicsforNurses>

This certainly articulates the sheer magnitude of the Code of Ethics on individual practice and the nursing profession overall. It is incumbent upon all nurses to understand the implications of these provisions for their practice.

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Reinforcing the importance of the Code of Ethics is the fact that nurses face ethical dilemmas in all settings and levels of practice. Often, there is not a clear right or wrong answer and perspectives differ based on individual experiences, values and beliefs. Herein lies the dilemma and subsequent need for a guide that helps us sort through the quandaries that arise as we are living out the commitment to serve others and make decisions in the best interest of the patient and families.

Often, nurses are so busy going about the business of nursing that they don't even realize the ethical dilemmas they sometime are dealing with on a daily basis. It becomes "just part of the job" and is viewed as something they must learn to accept and to cope with. While it may be inherent in nursing to encounter ethical situations, we must maintain an awareness of the issues and ensure there are adequate resources and support to assist nurses along the way.

UAMS has a long-standing, campus-wide Ethics Committee that provides a great resource throughout the institution. Acknowledging the unique needs of nurses, in 2012, UAMS formed a Nursing Ethics Committee that has focused on raising awareness of ethical dilemmas and providing education and support for nurses. To date, 12 forums have been held which included a wide range of topics presented by physicians, nurses, physician assistants, researchers, attorneys and social workers.

In an effort to support the focus on nursing ethics, the UAMS Professional Nursing Organization created an online system, called INTEGRITY, which provides a way for nurses to submit ethical dilemmas they want to learn more about or have highlighted at a forum.

The importance of ethical practice is also reinforced by the inclusion of understanding and adherence to ANA ethical standards as a weighted section on every registered nurse's annual performance appraisal. Participation in Ethics Forums is recognized and included in the nursing professional portfolios.

These are small steps aimed at making sure ethical dilemmas and stressors are not ignored or unsupported. We have much more work to do in this arena and are committed to helping navigate the various paths nurses take related to ethical resolutions and reconciliation of heart, mind and spirit.

Thank you, UAMS nurses, for your altruistic nature, unwavering advocacy for patients and families and the commitment to ethical practice you live out every day.

*Frequently reported Ethical Issues for Nurses:*

Protecting patients' rights
Autonomy and informed consent
Staffing patterns
Advanced care planning
Surrogate decision-making
Unethical practices of healthcare professionals
Breaches of patient confidentiality
End-of-Life decision-making

Ulrich, C. et al. (2010). Everyday Ethics: Ethical issues and stress in nursing practice. Journal of Advanced Nursing, 66 (11).

*Ethics Forums provided by the UAMS Nursing Ethics Committee:*

Palliative Care
Organ Procurement
Ethical Considerations with Investigational Drugs
Ethics and the HIV Patient
When a Patient Refuses Care
Social Media and Technology in a Clinical Setting
Survey Says, Ethics and You
End-of-Life Decision-making
Tips and Tools for Handling Ethical Dilemmas
Compassion Fatigue
Discharge Dilemmas and Solutions
Ethical Considerations for Palliative Care or Hospice Patients





# Advanced Practice Registered Nurses (APRNs): HYDROCODONE COMBINATION PRODUCT PRESCRIBING AND DEA PROCESS

*On October 6, 2014, the DEA moved hydrocodone-combination controlled substances from the Schedule III class to the Schedule II class. APRNs (with prescriptive authority and a Drug Enforcement Administration (DEA) registration number) were no longer able to prescribe these medications due to the restriction of only being able to prescribe from Schedules III – V. This affected the practice of many APRNs', especially since APRNs had been prescribing hydrocodone-combination products for 20 years prior to this schedule move.*

On October 6, 2014, the DEA moved hydrocodone-combination controlled substances from the Schedule III class to the Schedule II class. APRNs (with prescriptive authority and a DEA registration number) were no longer able to prescribe these medications due to the restriction of only being able to prescribe from Schedules III – V. This affected the practice of many APRNs', especially since APRNs had been prescribing hydrocodone-combination products for 20 years prior to this schedule move.

During the spring 2015 legislative session, the Arkansas State Legislature passed Act 529. This Act enacted legislation to allow APRNs' prescriptive authority "to extend only to drugs listed in Schedules III – V and, if expressly authorized by the collaborative practice agreement also to those hydrocodone combination products reclassified from Schedule III to Schedule II as of October 6, 2014."

APRNs who hold a DEA registration number can submit a new or updated collaborative practice agreement (CPA) to the Arkansas State Board of Nursing that contains language allowing them to prescribe hydrocodone combination products (HCPs). The language that should be included: "The (above named) APRN is authorized to prescribe drugs listed in Schedules III through V and hydrocodone combination prod-

ucts from Schedule II of the Controlled Substance Act." There are templates of CPAs on the ASBN website under the Advanced Practice tab that contain this language; APRNs are encouraged to utilize these templates. Submission of the new or updated CPA only makes them eligible with the DEA to have their prescribing ability broadened to include Schedule II (hydrocodone containing products only).

After the ASBN approves new/updated CPAs that contain language allowing the APRN to prescribing HCPs, the APRN's information is sent to the AR DEA office. After the APRN sends the Drug Enforcement Administration (DEA) office (Lisa Barnhill) an email with the required information, she will update their DEA registration and send the APRN an email to notify them. APRNs must verify that their DEA has been updated PRIOR to prescribing HCPs. An updated DEA registration will contain the following controlled substance drug schedules: 2, 3, 3N, 4, 5. APRNs can check their DEA registration by following the steps:

### Process for Verification of DEA Registration for HCP Product Prescribing

APRNs who have submitted new or updated collaborative practice agreements with the hydrocodone-combination product prescrib-

ing language should complete the following process with the DEA to begin prescribing hydrocodone combination products:

Email Lisa Barnhill ([Lisa.R.Barnhill@usdoj.gov](mailto:Lisa.R.Barnhill@usdoj.gov)) at the AR DEA office with the following information:

1. APRN's full name
2. Physical address of your primary practice site (no PO boxes) – *this is the address where your certificate will be mailed to unless you state otherwise.* Please type in your address, city, state, and zip code on the same line in your email to expedite processing.
3. APRN's license number
4. APRN's DEA number

Give the AR DEA office at least one week to process this information. APRNs should check their DEA registration on the DEA website. APRNs shall NOT begin prescribing hydrocodone-combination products until after their DEA registration has been updated to reflect Schedules 2, 3, 3N, 4, 5.

To check DEA registration online, go to: [www.deadiversion.usdoj.gov](http://www.deadiversion.usdoj.gov)

1. Select the "Registration" tab

2. Scroll down to the "Registration Tools" section and select the "Duplicate Certificates" link
3. Enter the APRN's information (DEA number, name, social security number, and tax ID number if given on previous application) and select the "Login" button

After APRNs confirm that their DEA registration has been updated, per the Chapter 4 Rules, they must submit an updated DEA registration to the ASBN.

Please mail or fax a copy to:

Arkansas State Board of Nursing

Attn: APRN Dept.

Fax number: 501.686.2714

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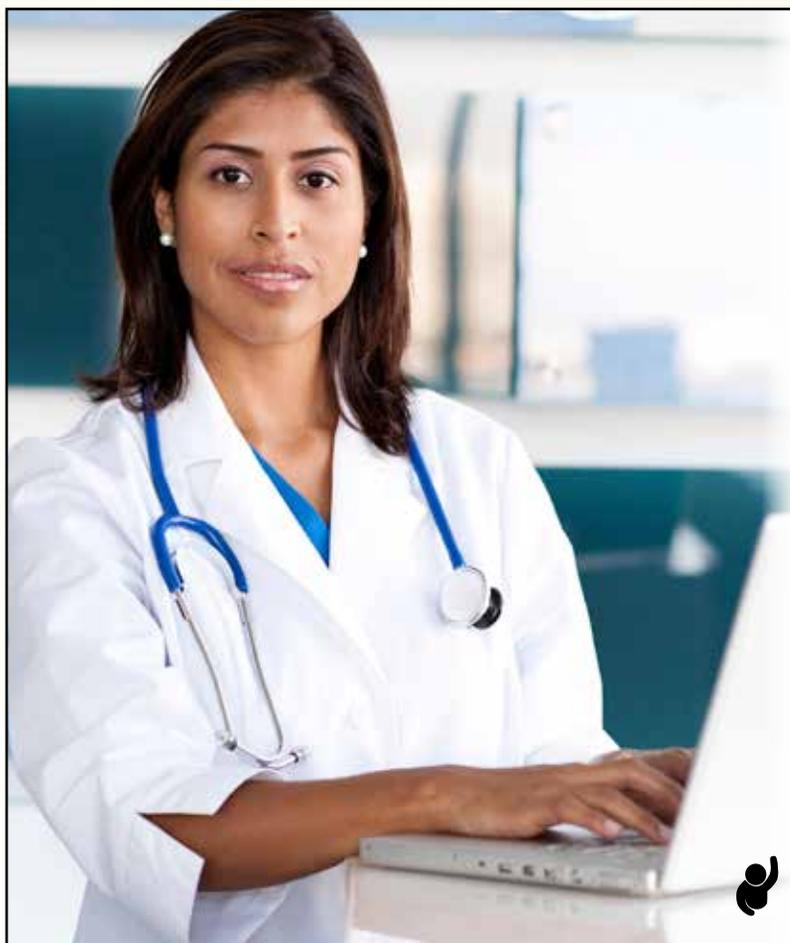
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# FOUR NEW MEMBERS APPOINTED TO THE ARKANSAS STATE BOARD OF NURSING

Gov. Asa Hutchinson recently appointed four new members to the Arkansas State Board of Nursing. The new members are:

**Kaci Bohn**, of Searcy, is an assistant professor at Harding University College of Pharmacy in Searcy. Bohn is the director of the Harding University drug take-back program, Medication Cleanout™, in partnership with the Searcy Police Department and White County Sheriff's Department. She earned a bachelor's degree from West Texas A&M University in Canyon, Texas, and a Ph.D. in pharmaceutical sciences from Texas Tech University Health Sciences Center in Amarillo, Texas. Bohn is a member of Mortar Board Senior Honor Society, Gamma Beta Phi Honor Society, Alpha Zeta Agricultural Honor Society and an alumna of Chi Omega. She was recently recognized by the *Ones to Watch* program of her alma mater, West Texas A&M University, a program that recognizes young alumni for excellence in their chosen career. Bohn said, "I am blessed to have a mother who is a nurse practitioner and a nursing educator, so I grew up with the nursing profession in my life. She taught me to care for others and fostered an interest in the health sciences, which led me to the field of pharmacy. Because of my experience in pharmaceutical sciences, I realize the importance of safe practices in regard to medication prescribing, administration and adherence." Bohn is the consumer representative on the Board and replaces Cynthia Burroughs.

**Mike Burdine**, of White Hall, is a registered nurse and fills the position for one of the associate degree nurses on the Board. He received his associate degree from the University of Arkansas at Little Rock. Burdine works at Arkansas Children's Hospital in Little Rock. He wants to serve on the Board to bring the perspective of a long-term bedside nurse who intends to remain in direct patient care. Burdine is married with two adult children, and in his spare time, he enjoys sailing, kayaking and gardening. He replaces Shela Upshaw on the Board.

**Pamela Leal**, of Shirley, is the representative of the older population on the Board and replaces F. Gladwin Connell. Leal earned her nursing diploma from Marshalltown Community College in Marshalltown, Iowa. She is married to Robert, who is a retired

civilian investigator in the Crimes against Children Division of the Arkansas State Police. They have one son, Dr. Josh Leal, who is a maxillofacial surgeon in Little Rock, and he is married to KTHV reporter Meredith Mitchell, and has a daughter who attends the University of Arkansas. Leal's nursing background includes the United States Navy Nurse Corps, college health service director, medical pediatrics, acute care, home health and hospice. She is the manager of Ozark Health Home Care in Clinton. She said, "I am dedicated to quality patient care to all Arkansas residents and felt a place on the Board would help ensure safe practitioners providing such care." Her hobbies include riding her Harley trike and short-term medical missions.

**Renee Mihalko-Corbitt**, of Cabot, fills the position for one of the advanced practice registered nurses on the Board. She earned her bachelor's degree from Arkansas Tech University, a master's degree from the University of Arkansas for Medical Sciences in Little Rock, and a doctor of nursing practice degree from Case University in Cleveland, Ohio. Mihalko-Corbitt is a member of Sigma Theta Tau National Honor Society, Gamma Xi Chapter. She was selected as the APRN (advanced practice registered nurse) of the year in 2014 at Central Arkansas Veterans Healthcare System (CAVHS). Mihalko-Corbitt has a passion for healthcare ethics and is on the ethics committee and CPR committee at CAVHS. Her area of expertise is cardiology, with a sub-specialty in electrophysiology. Previously, she was an ACLS instructor for more than 20 years at CAVHS. Mihalko-Corbitt is married and has one son and daughter-in-law. She is interested in the ethical treatment and protection of the public.

## *About Arkansas State Board of Nursing*

*The Arkansas State Board of Nursing, comprised of 13 Arkansas residents appointed by the Governor, was established by the Arkansas Legislature in 1913 to safeguard the life and health of its citizens, and achieves its mission by developing standards for safe nursing care, approval of nursing schools and regulating licenses to practice nursing.*

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# GOOD - Growing Our Own in the Delta

**Kimberly Hayman, BSN, RN, Growing Our Own in the Delta (GOOD) Student Success Coordinator**  
**Keneshia Bryant, PhD, RN, FNP-BC, Growing Our Own in the Delta (GOOD) Program Director**

As our nation becomes more diverse, a diverse healthcare workforce is needed to address the distinct needs of patients. Colleges and universities are striving to prepare nursing students to serve diverse populations, while also addressing the underrepresentation of racial/ethnic groups and men in nursing. Nationwide, racial/ethnic minorities and males continue to be underrepresented in the nursing profession. According to the American Association of Colleges of Nurses (AACN), in 2013, racial/ethnic nurses comprised 19 percent of the registered nursing population as compared with 35 percent of the U.S. population. That same year, according to the U.S. Census Bureau men comprised 9.6 percent of the nation's nursing workforce. In Arkansas, the statistics are very similar with men comprising 10.1 percent of registered nurses and 19.2 percent of advanced practice registered nurses (APRN) (Arkansas State Board of Nursing, 2014).

In the Arkansas Delta, the need is even greater. Rural residents face more challenges accessing health care services than urban residents. The Arkansas Delta is an area where large numbers of racial/ethnic minorities live below the poverty level. Residents of these communities experience compromised health because of low income, poor education, limited health care, and lack of resources empowering individuals to make significant life changes. The care of the state's disadvantaged populations is made more difficult by a shortage of nursing staff, par-

istration (HRSA) of the U.S. Department of Health and Human Services. The GOOD Scholars program aims to increase the number of underrepresented master's prepared nurses from diverse backgrounds, including racial and ethnic groups, first generation college students and males, particularly from the Arkansas Delta region. In an effort to increase the diversity of Arkansas' nursing workforce, the GOOD Scholars Program is designed to remove the social, economic and educational barriers to academic success. The aim is to build nursing leaders in

has never been greater. The UAMS College of Nursing's GOOD Scholars Program is responding to the need by strengthening and preparing today's nursing workforce to meet current challenges and those that lie ahead.

For more information on the GOOD Scholars Program, please visit:

<http://nursing.uams.edu/financial-information/good-scholarshipstipend/>

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ticularly APRNs and nurses who represent these same populations. A diverse nursing workforce will provide culturally sensitive, efficient patient care and will allow the opportunity to communicate and understand the needs of patients of various backgrounds.

The Growing Our Own in the Delta (GOOD) Scholars Program is a new program at the University of Arkansas for Medical Sciences-College of Nursing. The GOOD program is funded by a Nursing Workforce Diversity grant from the Health Resources and Services Admin-

healthcare provider shortage areas, such as the Arkansas Delta. The program provides mentoring, leadership development, community-based service learning, in addition to scholarships stipends and other benefits. Upon graduation, the GOOD scholars will assume roles in advanced nursing practice, as nurse practitioners, educators, and administrators.

The nursing profession has some challenges representing the populations it serves. The need to enhance diversity in nursing is not new. However, the need to successfully address this issue

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# STAYING GREEN

Over the last few years, the Arkansas State Board of Nursing (ASBN) has moved toward a “Going Green” mentality as we offer various services at your fingertips through our online systems. Creation of a greener workplace is an environmentally responsible practice. The fastest and most convenient way to access these services is on [www.arsbn.org](http://www.arsbn.org) under Online Services. An additional option to access these online services is to click on the Forms tab.

## Address Change

Arkansas licensees are required to notify the ASBN in the event of an address change. To change your address with ASBN, you will need to access our website and enter your information (if it is also time to renew your license, be sure to change your address first).

## Publications and Wall Certificates

ASBN publications, including the *Nurse Practice Act & Rules*, Position Statements, Annual Report(s), and 8 1/2 x 11 Initial License (wall) Certificates are available for purchase. To purchase these items, access our website and enter your order information.

## Duplicate License

A duplicate license card (blue card) is available for purchase. As of July 1, 2011, ASBN stopped issuing a paper license and now issues a plastic wallet card upon initial licensure and endorsement. Remember that the plastic wallet card does not reflect an expiration date and is not considered licensure verification. You and your employer will need to use the primary source of verification which is the ASBN Registry Search at [www.arsbn.org](http://www.arsbn.org). You may access additional information regarding paperless licensure on our website. Click on the Licensing tab and click the Cardless Licensure Frequently Asked Questions (FAQs).

## As a reminder, please take notice of the following renewal information:

License renewal continues to be accomplished via accessing the ASBN online renewal system. The convenient process is accessible directly from our home page under online services. Have all of your information available before you begin the renewal process since you will be required to list your continuing education for the renewal cycle (do not send certificates to the ASBN unless you receive a letter informing you that you have been selected for an audit). When it is time for you to renew your license, you must do so within the 60 day period preceding your expiration date. Your license renewal goes through an approval process; therefore, do not wait until the last few days of the month as the approval process takes several days. You may access additional information regarding license renewal on our website. Click on the Licensing tab and choose the Renewal Frequently Asked Questions (FAQs).

You are expected to complete your license renewal and payment via the online system.

**Paper renewal forms will only be accepted from nurses who do not qualify to renew online.** You may not renew online if one or more of the criteria listed below apply to you:

- Your license has been non-active for more than five years.
- Since your last renewal, you have been convicted of a crime, pled guilty or nolo contendere to any charge in any state or jurisdiction. (With the exception of DWI,

traffic violations do not constitute a crime.)

- Since your last renewal, you have been addicted to or treated for the use of alcohol or other potential abuse substances.
- You are renewing an RN or LPN license and your primary state of residence is any other compact state other than Arkansas (exception: military or federal institutions)
- Your primary state of residence is any other compact state other than Arkansas and you are renewing an RN or LPN license (exception: military or federal installations).

The compact states are Arizona, Arkansas, Colorado, Delaware, Idaho, Iowa, Kentucky, Maine, Maryland, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, or Wisconsin.

Primary state of residence means your home for legal purposes shown on your driver's license, voter registration, or federal income tax forms.

\*If you do not meet the criteria to renew online (as listed above) mail a request to the ASBN (including your full name, license number, and current address) and **send a self-addressed, stamped (prepaid) envelope with your request.**

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The full statutory citations for disciplinary actions can be found at [www.arsbn.org](http://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](http://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 #	City	Action	Violation	Effective Date	
<b>Allen</b>	Mary Bettina Burns	R063703, L031141	Springdale	Probation - 2 years	(a)(4), (a)(6)	October 14, 2015
<b>Abbott-Taylor</b>	Felicia Diane	R089629	Benton	Voluntary Surrender		October 13, 2015
<b>Adair</b>	Shawnea L	L052136	Bearden	Probationary Status Removed		September 16, 2015
<b>Adkins</b>	Jacquelyne Sue	L055308	Morrilton	Suspension - Indefinite	(a)(6), (a)(7)	October 15, 2015
<b>Alexander</b>	Tracy	RN Applicant	Springdale	Probation - 1 year	(a)(2), (a)(4)	October 15, 2015
<b>Andrews</b>	Abby Kay	L052326	Greenbrier	Probation - 1 year	(a)(4), (a)(6)	October 14, 2015
<b>Bachelor</b>	Phyllis Rogers	R015384	Flippin	Voluntary Surrender		October 7, 2015
<b>Baker</b>	James Hargis	L055915	Pocahontas	Probationary Status Removed		September 14, 2015
<b>Ball</b>	Jamie Lynn	RN Applicant	Forrest City	Probation - 2 years	(a)(4)	October 14, 2015
<b>Ballard</b>	Krysta Nicole Lawson	L049187	Muldrow, OK	Voluntary Surrender		September 21, 2015
<b>Barnett</b>	Stephanie Lea Newton Crites	L039361	Mount Ida	Letter of Reprimand with Stipulations	(a)(6)	October 13, 2015
<b>Beckley</b>	Thomas Chad	R088496	Sterlington, LA	Probationary Status Removed		October 8, 2015
<b>Blank</b>	Anthony David	R076846	Kennedy, AL	Revocation	(a)(6), (a)(7)	October 15, 2015
<b>Blaylock</b>	Lisa	R094493	Benton	Probationary Status Removed		September 14, 2015
<b>Buckley-Awadjihe</b>	Leilani Danielle	L050360	Alexander	Probation - 1 year	(a)(6)	October 14, 2015
<b>Bullock</b>	Dynette Marie White	L035881	Mountain Home	Probation - 1 year	(a)(6), (a)(9)	October 14, 2015
<b>Callahan</b>	Latsaha	L055924	Fayetteville	Probationary Status Removed		September 14, 2015
<b>Carr</b>	Troy Romane	RN Applicant	Jacksonville	Probation - 1 year	(a)(2)	October 14, 2015
<b>Cohen</b>	Lynda Renee	R093073	Elkins	Probation - 1 year	(a)(6), (a)(7)	October 14, 2015
<b>Edwards</b>	David Carroll	L052502	Crossett	Suspension - 5 years	(a)(1), (a)(2), (a)(4), (a)(6)	October 15, 2015
<b>Ellis</b>	Quana Lacol Cursh	L047915	Texarkana	Voluntary Surrender		September 29, 2015
<b>Field</b>	Tiffany	R094891	North Little Rock	Probation - 1 year	(a)(2), (a)(6)	October 14, 2015
<b>Flowers</b>	Opal	R095345, L052938	Little Rock	Probationary Status Removed		September 14, 2015
<b>Foley</b>	Ashley Michelle Nichols	R081713, L043004	Ratcliff	Probation - 2 years	(a)(6)	October 15, 2015
<b>Gully</b>	Crystal Ann Patterson	L042553	Fayetteville	Probation - 5 years	(a)(4), (a)(6)	October 15, 2015
<b>Henley</b>	Linsey Nicole Bolt	R089227, L050835	Jonesboro	Probation - 4 years	(a)(2), (a)(4), (a)(6)	October 14, 2015
<b>Horine</b>	Michelle Lynn Bunton Atchley	R093653, L042914	Hartford	Probationary Status Removed		September 21, 2015

	Name	License #	City	Action	Violation	Effective Date
<b>Hosman</b>	Cristy Diane Boudra Hogue	R055493	Jefferson	Probation - 3 years	(a)(2), (a)(4), (a)(6)	October 14, 2015
<b>Ingle</b>	Brittany Nicole Dodson	L049763	Bay	Voluntary Surrender		October 5, 2015
<b>Irons</b>	Darla Renee Irons Walters	L041989	Oden	Letter of Reprimand	Terms of Letter of Reprimand	October 14, 2015
<b>Kesterson</b>	Jennifer L.	R090822	Centerton	Voluntary Surrender		September 24, 2015
<b>Knight</b>	Lisa Ann	PN Endorsement	Hamburg	Probation - 1 year	§17-87-309 (a)(1), (a)(6)	October 14, 2015
<b>Linder</b>	Leslie O'Neil Hampton	R070867, L035983	Bryant	Probation - 2 years	(a)(4), (a)(6)	October 15, 2015
<b>Lossing</b>	Chase Jacob	PN Applicant	Rogers	Probation - 1 year	(a)(2), (a)(4)	October 14, 2015
<b>Lynch</b>	Rhonda Lee Scroggins	L039350	Keota, OK	Probation - 1 year	(a)(6), (a)(7)	October 14, 2015
<b>Mann</b>	Tiffany Lace	R097080	Pearcy	Probationary Status Removed		September 14, 2015
<b>Matthews</b>	April Rose Poteete	R094502	Conway	Probationary Status Removed		September 14, 2015
<b>McFerrin</b>	Janee Lynn Cranford	R068422	Almyra	Letter of Reprimand with Stipulations	(a)(6)	October 12, 2015
<b>McLeod</b>	Wendy Suzanne	L055389	Texarkana	Letter of Reprimand with Stipulations	(a)(6)	October 12, 2015
<b>McLeod</b>	Holly Michelle Mellow	L046688	Brookland	Letter of Reprimand	Terms of Letter of Reprimand	October 14, 2015
<b>McQuay</b>	Amanda Lee Gamblin	R082224	Jonesboro	Probation - 4 years	(a)(4), (a)(6), (a)(9)	October 14, 2015
<b>Miller</b>	April Elizabeth	R050215	Jacksonville	Probation - 3 years	(a)(4), (a)(6)	October 14, 2015
<b>Miller</b>	Felicia Diane	L050574	Swifton	Probation - 2 years	(a)(4), (a)(6)	October 14, 2015
<b>Miller</b>	Nighkia Kenta	L045871	Hermitage	Probationary Status Removed		September 14, 2015
<b>Miller</b>	John Daniel	L029556	Branch	Suspension - Indefinite	(a)(6), (a)(7)	October 15, 2015
<b>Mitchell</b>	Aprill Lashae Brinsfield	L046860	White Hall	Suspension - 6 months Probation - 2 years	Terms of Probation	October 15, 2015
<b>Moody</b>	Tyana Kiara	L052573	El Dorado	Suspension - 2 years Probation - 2 years	(a)(4), (a)(6)	October 14, 2015
<b>Osburn</b>	Jeri Rae	L042229	Alma	Voluntary Surrender		October 13, 2015
	Name	License #	City	Action	Violation	Effective Date
<b>Pastor</b>	Susan Jane Ballough	R090757	Blytheville	Probationary Status Removed		October 8, 2015

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Name	License #	City	Action	Violation	Effective Date	
<b>Rainey</b>	Irene B Hudson	L035077	Lawton, OK	Suspension - 1 year Probation - 1 year	Terms of Probation	October 15, 2015
<b>Rains</b>	Julie Kathryn Cole Finley	R032872	Benton	Voluntary Surrender		October 15, 2015
<b>Reynolds</b>	Amanda Jane	L054023	Mena	Voluntary Surrender		September 24, 2015
<b>Rogers</b>	Benjamin Hudson	R021395	Little Rock	Voluntary Surrender		October 7, 2015
<b>Sexton</b>	Rhonda Lee Hamilton	R050073, L022201	Ogden	Probation - 1 year	(a)(1), (a)(6)	October 14, 2015
<b>Smith</b>	Meredith Wahela	R091546	Cherry Valley	Voluntary Surrender		September 21, 2015
<b>Steele</b>	Shannon Matthew	R073323	Sherwood	Probation - 5 years	(a)(2), (a)(4), (a)(6)	October 15, 2015
<b>Stringer</b>	Maryann Lynn	R040131	Huntington	Letter of Reprimand with Stipulations	(a)(6)	October 12, 2015
<b>Sumner</b>	Lauri Dale	L051058	Cave City	Suspension - 2 years Probation - 2 years	(a)(4), (a)(6)	October 14, 2015
<b>Townsend</b>	James Keith	A003845, R080620, 003686	Bradford	Probation - 3 years	(a)(4), (a)(6), Rules, Chapter 4, Section VIII, D.5.a-f	October 14, 2015
<b>Townsend</b>	David Wayne	R093287, L046732	Batesville	Probation - 2 years	(a)(6)	October 14, 2015
<b>Turner</b>	Diana Elena Mojica	R079520	Spiro, OK	Suspension - 2 years Probation - 2 years	(a)(2), (a)(4), (a)(6), (a)(7), (a)(9)	October 15, 2015
<b>Twitty</b>	Edie L Howard Lanier	R029814	Little Rock	Voluntary Surrender		October 1, 2015
<b>Vannucci</b>	Carmilo Jovan	R086652	Hot Springs	Letter of Reprimand	(a)(6)	September 29, 2015
<b>VanRoekel</b>	Alison Lynea Hare	R079050	Cabot	Voluntary Surrender		September 24, 2015
<b>Ward</b>	Amy Jo	L050616	Warm Springs	Probationary Status Removed		October 8, 2015
<b>Watt</b>	Amanda Shea	R090495, L050016	Monticello	Probationary Status Removed		September 14, 2015
<b>Weir</b>	Chad Andrew	L051325	Searcy	Reinstated to Probation - 1 year		September 22, 2015
<b>Wenger</b>	James Noah	L044510	Hot Springs	Suspension - 2 years Probation - 3 years	(a)(4), (a)(6)	October 14, 2015
<b>Wetherton</b>	Sandra Kay Tatro	L043881	Pocahontas	Letter of Reprimand with Stipulations	(a)(6)	October 7, 2015
<b>Whipple</b>	Jennifer Lindsey Morton	R097407	Little Rock	Voluntary Surrender		September 28, 2015

Name	License #	City	Action	Violation	Effective Date	
<b>Artis</b>	Ronald Wayne	R092435	Little Rock	Probation - 1 year	Terms of Probation	October 14, 2015
<b>Baker</b>	Christopher Cody	R081756	Benton	Probationary Status Removed		October 13, 2015
<b>Barger</b>	Sarah Elizabeth Wallace	R084879	Benton	Probation - 4 years	(a)(4), (a)(6)	September 16, 2015
<b>Boyd</b>	Melissa Lynn	R086409	Walnut Ridge	Voluntary Surrender		October 15, 2015
<b>Cantrell</b>	Rhonda Renee	L029440	Redfield	Suspension - 2 years Probation - 3 years	(a)(1), (a)(2), (a)(4), (a)(6)	October 15, 2015
<b>Clark</b>	Rebecca Ann Collinsworth	R037051, L015914	Ward	Letter of Reprimand with Stipulations	(a)(6)	October 14, 2015
<b>Colvey</b>	Kristen Chantelle	R090585	Paragould	Suspension - 5 years Probation - 3 years	(a)(1), (a)(2), (a)(6)	October 7, 2015
<b>Ellis</b>	Lynn Robertson	L024358	Caraway	Voluntary Surrender		September 14, 2015
<b>Finn</b>	Amanda Denise Gray Mills	L034270	Rogers	Letter of Reprimand with Stipulations	(a)(6)	October 14, 2015
<b>Fletcher</b>	Cheryl Ann Owen		Morrow	Probation - 1 year	(a)(4)	September 21, 2015
<b>Goodrich</b>	Theresa Margaret	R087152	Little Rock	Suspension - 2 years Probation - 2 years	Terms of Probation	October 13, 2015
<b>Holmes</b>	Katilin Ann	L056086	Fayetteville	Probation - 2 years	Terms of Probation	October 8, 2015
<b>Holmes</b>	Lisa Dawn Bailey Thomas	L040991	Quitman	Probation - 2 years	Terms of Probation	October 15, 2015
<b>Hopper</b>	Angela Rachelle	L047528	Crossett	Letter of Reprimand with Stipulations	(a)(2), (a)(6)	September 14, 2015
<b>Huffman</b>	Melissa Dawn	R072438, L040515	Conway	Probation - 3 years	(a)(4), (a)(6)	October 14, 2015
<b>Johnson</b>	Guy Chapman	Imposter	Little Rock	Cease and Desist, Licensure Denied	(a)(1), (a)(2), (a)(6)	October 14, 2015
<b>Keele</b>	Tamara Jean Arnett	L014745	Harrison	Voluntary Surrender		November 17, 2015
<b>Koscheski</b>	Scott	R099945	Gravette	Probation - 1 year	(a)(2)	November 18, 2015
<b>Lane</b>	Kelly Ann Seal	L038300	Bella Vista	Revocation	(a)(1), (a)(2), (a)(6)	November 18, 2015
<b>Lowe</b>	Dustie Jo	L056088	Cherokee Village	Probation - 1 year	Terms of Probation	November 18, 2015
<b>Martin</b>	Tracey A. Day	L041264	Batesville	Suspension - 1 year Probation - 1 year	(a)(6)	November 18, 2015
<b>McBride</b>	Donna Annette Howard	R085268, L033711	Delight	Voluntary Surrender		November 16, 2015
<b>McTigrit</b>	Brandilynn Yvonne Lee	L043783	El Dorado	Voluntary Surrender		November 4, 2015
<b>Miller</b>	April Elizabeth Hartman	R050215	Jacksonville	Voluntary Surrender		November 23, 2015
<b>Morgan</b>	Christina Lynn Howell	L055918	Hot Springs	Probation - 2 years	Terms of Probation	November 18, 2015
<b>Morris</b>	Bridget Marie	L055663	Paragould	Letter of Reprimand with Stipulations	(a)(2), (a)(6)	October 28, 2015
<b>Northcutt</b>	David Matthew	R079850	Jonesboro	Voluntary Surrender		November 17, 2015
<b>O'Cain</b>	Corrie Fletcher	R091544, L048049	Benton	Voluntary Surrender		October 26, 2015

continued from page 29

Name	License #	City	Action	Violation	Effective Date
<b>Osburn</b>	Kimberly Diane R094364, L048608	Cane Hill	Suspended Indefinitely	(a)(1), (a)(2), (a)(4), (a)(6), (a)(7)	November 18, 2015
<b>Owen</b>	Erinn R089216	North Little Rock	Probation - 3 years	(a)(4), (a)(6)	November 18, 2015
<b>Page</b>	Melissa Lee L047800	Springdale	Voluntary Surrender		November 19, 2015
<b>Payton</b>	Donna Renee Stow R013360	Hot Springs	Letter of Reprimand - Action Cleared	(a)(1), (a)(2), (a)(5)	October 29, 2015
<b>Pennington</b>	Linda Jean Pennington Kipkurui L036697	Rison	Probation - 2 years	(a)(6)	November 18, 2015
<b>Pettus</b>	Jennie Patricia Janes L046513	Corning	Suspension - 2 years Probation - 2 years	(a)(4), (a)(6)	November 18, 2015
<b>Quinlan</b>	Cheryl Susan Kahl Cashion R035311, L026438	Little Rock	Revocation	(a)(4), (a)(6)	November 19, 2015
<b>Ramsey</b>	Brenda Darlane Edgar R043036, L027848	Fayetteville	Probation - 2 years	Terms of Probation	November 18, 2015
<b>Reed</b>	Chelsea Elizabeth L057218	Danville	Probation - 1 year	(a)(2)	November 18, 2015
<b>Regan</b>	Kerry Frances R089757	Grove City, OH	Voluntary Surrender		November 19, 2015
<b>Rose</b>	Lasandra Levette L049261	Jonesboro	Letter of Reprimand with Stipulations	(a)(6)	October 28, 2015
<b>Ryan</b>	Erin Nicole L047090	Mena	Probation - 1 1/2 years	(a)(2), (a)(4), (a)(6)	November 18, 2015
<b>Sanders</b>	Brookes Nicole R087377	Benton	Voluntary Surrender		October 26, 2015
<b>Shelly</b>	Janet Sue Miller RN Applicant	Osceola	Licensure Denied		October 26, 2015
<b>Shelly</b>	Janet Sue Miller L033502	Osceola	Cease and Desist		October 26, 2015
<b>Sifford</b>	Jennifer Michelle Hamilton S002203, R068219, 002824	Jonesboro	Probation - 2 years Suspension - Prescriptive Authority - 1 year	(a)(4), (a)(6)	November 19, 2015
<b>Smith</b>	Philander D. L042145	Wynne	Suspension - 6 months	(a)(4), (a)(6), (a)(9)	November 18, 2015
<b>Taylor</b>	James Dennis L023393	Prairie Grove	Revocation	(a)(4), (a)(6), (a)(9)	November 19, 2015
<b>Thomas</b>	Michelle Lee Mahan L042020	Greenbrier	Voluntary Surrender		November 19, 2015
<b>Vann</b>	Leslie Alexander Kell R068300	Bella Vista	Probation - 1 1/2 years	(a)(6)	November 18, 2015
<b>Wallace</b>	Jonathan Kyle R077371	Maumelle	Probation - 3 years	(a)(4), (a)(6)	November 18, 2015
<b>Watts</b>	Cynthia Lynn L049426	New Blaine	Letter of Reprimand with Stipulations	(a)(6)	October 19, 2015
<b>Wheatley</b>	Bytha Jane L026334	Searcy	Letter of Reprimand with Stipulations	(a)(1), (a)(6)	October 29, 2015
<b>Wise</b>	April Lanette R099944, L031965	Van Buren	Probation - 1 year	(a)(4), (a)(6)	November 18, 2015
<b>Young</b>	Brenda Hobbs Jackson R087640, L043029	Dierks	Probation - 1 year	(a)(6)	November 19, 2015

# UAMS NURSES STAND OUT



Natalie Capps,  
MNSc, RN



Sara Jones,  
PhD, APRN, PMHNP-BC



Stephanie Kitch,  
BSN, RN



Jeff Pinto,  
BSN, RN, CRRN



Chris Stone,  
BA, RN-BC



Rebekah Thacker,  
BSN, RN, RNC-NIC



Jeni Warrior,  
MNSc, APRN, WHNP-BC

**UAMS nurses are committed to their ongoing development, improving outcomes through advancements in patient care, and promoting the nursing discipline as a whole...and they have the evidence to prove it!**

Professional portfolios are required as part of our clinical ladder to highlight goals and achievements, professional growth, contributions to outcomes and leadership efforts. These portfolios are a great way to capture and recognize the hard work of stellar professional nurses!

Seven of our UAMS nursing professionals were recognized earlier this year by the Arkansas Action Coalition as emerging nurse leaders under the age of 40. We are very proud of our "40 under 40" honorees!

*If you want a nursing career where nurses are valued and supported, consider UAMS.*

*Visit [nurses.uams.edu](http://nurses.uams.edu) or call 501-686-5691.*



**UAMS**<sup>®</sup>

University of Arkansas for Medical Sciences

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Arkansas State Board of Nursing  
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# Your Healthcare Team



For more than 100 years, Jefferson Regional Medical Center has been investing in the future of Southeast Arkansas. We are dedicated to creating a healthier community by providing a wide range of healthcare services, a highly skilled nursing staff and access to the latest technology, all right here at home. We're proud to be part of Southeast Arkansas' history...and its future.

## JRMC congratulates our most recent DAISY Award recipient

Lee White, RN



## JRMC is Now Hiring Registered Nurses in All Areas!

Contact us for information on a \$4,000 sign-on bonus.  
Call Gigi Flory, Nursing Recruiter at 870-541-7774.

## Just Announced! Second Nursing Class for 2016!

The January class at the JRMC School of Nursing is full, but due to high demand, a second class is being added! Applications are now being accepted for the new 17-month program that starts in June. For information on how you can earn an Associates of Applied Science in Nursing degree, go to [www.jrmc.org/schoolofnursing](http://www.jrmc.org/schoolofnursing) or call 870-541-7858.



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