



# ASBN *Update*

[www.arsbn.org](http://www.arsbn.org)

February 2015 • Volume 19 Number 1



## **PRESCRIPTION DRUG ABUSE**

**SERIES:  
PART IV  
RECOGNIZING  
IMPAIRED  
CO-WORKERS**

# Magnet Status means Nursing Excellence

Now offering RN  
Sign On Bonuses!

- Critical Care
- Med-Surg
- Orthopaedics
- Surgery

*Day and night shifts available*

If you'd like to be a part of an innovative, nationally recognized team of nurses, visit [CHStVincent.com/Nursing](http://CHStVincent.com/Nursing)



When a nurse joins CHI St. Vincent, he or she becomes part of a team that sets the standard. As a system that includes the first Arkansas hospital to earn **Magnet® status** from the **American Nurses Credentialing Center**, we're the clear choice for exceptional nurses.

The ANCC Magnet Recognition Program® honors hospitals for excellence in patient outcomes, nursing practice, leadership and innovation. If you value these qualities, learn more about joining our team at [CHIStVincent.com/Careers](http://CHIStVincent.com/Careers).



*Imagine better health.™*

U.S. News & World Report and Magnet® recognitions relate to CHI St. Vincent Infirmaries; Pathway to Excellence® designation is for CHI St. Vincent Morrilton. Pathway to Excellence® and Magnet® names and logos are registered trademarks of the American Nurses Credentialing Center. All rights reserved.



Infirmiry



Infirmiry



Morrilton

Arkansas State Board of Nursing  
University Tower Building  
1123 S. University, Suite 800  
Little Rock, Arkansas 72204  
Telephone: 501.686.2700  
Fax: 501.686.2714  
www.arsbn.org

#### BOARD MEMBERS

**PRESIDENT** Shela Upshaw, RN  
**VICE PRESIDENT** Tammy Mitchell, LPN  
**SECRETARY** Terri Imus, RN  
**TREASURER** Sandra Priebe, RN  
Cynthia Burroughs, Consumer Rep.  
Gladwin Connell, Rep. of the  
Older Population  
Yolanda Green, LPN  
Ramonda Housh, APRN  
Terri Imus, RN  
Tammy Mitchell, LPN  
Cathleen Shultz, RN  
Patricia Staggs, LPN  
Haley Strunk, LPN

*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

Information published in the ASBN Update is not copyrighted and may be reproduced. The Board would appreciate credit for the material used.

Direct ASBN Update questions or comments to: Editor, Arkansas State Board of Nursing, 1123 S. University, Suite 800, Little Rock, AR 72204.

Advertisements contained herein are not necessarily endorsed by the Arkansas State Board of Nursing. The publisher reserves the right to accept or reject advertisements for the ASBN Update.

The Arkansas State Board of Nursing is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, or disability in employment or in the provision of services, programs, or activities.



pcipublishing.com

Created by Publishing Concepts, Inc.  
David Brown, President • dbrown@pcipublishing.com  
**For Advertising info contact**  
Michele Forinash • 800.561.4686 ext 112  
mforinash@pcipublishing.com

ThinkNurse.com

**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.

edition 72

ASBN Update www.arsbn.org

## Contents

Executive Director's Message • 4

President's Message • 6

Board Business • 7

Staff Directory • 8

Prescription Drug Abuse Series: Part IV

Recognizing Impaired Co-workers • 10

Discipline 101: Professional Practice • 13

Telehealth Nursing • 18

Patient Education Key to

Diabetes Management • 20

How To Determine Acceptable "Contact Hour"

Awarded Continuing Education • 22

Disciplinary Actions • 26

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



Find us on Facebook



Follow us on Twitter





## Nurses Lead the Way

What are the characteristics of a good leader? I am sure many adjectives come to mind - honest, focused, confident, communicative, fearless, visionary and purpose driven, just to name a few. A good leader is able to imagine what lies ahead and empower others to challenge the status quo. Nursing has a long history of great leaders such as Florence Nightingale, Mary Todd Lincoln, Clara Barton and Dorothea Dix. They each thought outside the box and were able to envision what the future of nursing should look like and lead others in that direction.

Leadership skills are one of the building blocks of every nursing education program. Our entire nursing career is about leading others - regardless of the nursing position held or the authority that accompanies that position. Leadership is about having a vision and influencing others to move toward a common goal. I have been on a nursing unit in a hospital where the nurse's aid is the leader of the staff, not the unit manager. This person was recognized as having leadership characteristics and those around her chose to follow what she said and did - good or bad.

Many times nurses have a narrow focus and don't look at the world around them. There are so many leadership opportunities outside our personal world, and it is time for nurses to speak up and make their voices heard. Nurses comprise the largest segment of health care providers, but they seem to have little influence when it comes to the big decisions that affect those who trust nurses to provide their medical care. There are

many ways to make our voices heard but an important one is by increasing the number of nurses appointed to health care boards and commissions. Unfortunately, only 6 percent of hospital board members are nurses.

The national campaign for the Future of Nursing has called a challenge to increase the number of nurses on boards (both healthcare and non-healthcare related) to 10,000 by 2020. The Arkansas Action Coalition has joined with the Future of Nursing in this challenge and asks you to consider applying for a board position. Some of the benefits of having nurses on boards are:

- Nurses provide a valuable perspective to decision-makers, while benefitting the nurses who serve both personally and professionally.
- As nurses become more valued members of an organization's leadership, more important issues are easily addressed and adequate care is provided to areas in need.
- Nurse leaders can balance the business of health care with clinical and patient outcomes. Organizations that do not include nurses on their boards are missing this important perspective.

Nurses bring an enormous amount of wisdom to the table and can make valuable contributions. Look for ways to become involved so you can influence the future of health care.

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

# Call for Nominees

We're searching Arkansas to find the one nurse we can say is the most outstanding in our state. Do you know a nurse that you feel is the most compassionate, caring and empathetic caregiver? A nurse who has given comfort or care to you, a family member or friend? We are asking you to send us their name, where they work, phone number and a short message expressing why you think they are the most deserving nurse in Arkansas.

For the fourth year we are also honoring the outstanding nurse educator of the year. If you are a student and you have an educator that has been a driving force in development and support of your nursing career, send in your nominee's name, place of work and a short story of why they should receive the award.

Be sure you include your contact information for us to get back in touch with you.

Nominate a candidate today!  
Deadline is May 15, 2015

Send or email your nomination to:  
NURSING COMPASSION &  
NURSE EDUCATOR 2014  
P.O. Box 17427,  
Little Rock, Arkansas 72222  
or email [sramsel@pcipublishing.com](mailto:sramsel@pcipublishing.com)

**For Details call Suzanne Ramsel  
at 501-221-9986 or 800-561-4686 ext. 101  
[sramsel@pcipublishing.com](mailto:sramsel@pcipublishing.com)**

# Nominees

**For Nomination form go to  
[www.ThinkNurse.com](http://www.ThinkNurse.com)**

**Come Celebrate Nursing at the 2015 Compassionate  
Nurse and Nurse Educator of the Year Awards.  
Saturday June 6, 2015.**

**Held in the beautiful Chenal Country Club in West Little Rock.  
Seating is limited-Order your table early!**

**All nominees & place of employment will be listed in the  
April Edition**

- We hope to have nominees from every county and school.
- Be sure you're a part of this celebration.  
Nominate a candidate today!
- Order your reserved table early. Seating is limited.
- Proceeds benefit the ThinkNurse Scholarship Fund.

**2015  
Nursing  
Compassion  
AWARD**  
&  
**2015  
Outstanding  
NURSE  
Educator  
AWARD**

**2014 Nursing Compassion  
Award Winner,  
Jacklyn Ratcliff, LPN**

**2014 Outstanding Educator  
Award Winner, Johnetta Kelly,  
Ph.D., RN, CNE**



 **Publishing  
Concepts Inc.**





## LOVE A NURSE



**Nancy Tucker, RN**

I hope your year has started well. I can hardly believe it is February already. I am sure you are keeping up with the legislative process. Some important decisions are being made this year which will impact nursing, and nurses need to be involved in the process.



**Brandi Maxwell, LPN**

Last year ended with an exciting opportunity for me. In December I participated in a panel at the National Council of State Boards of Nursing (NCSBN) to provide input for producing the next version of NCLEX-PN®. I was a little nervous about going to Chicago by myself, but it was a wonderful experience. I loved the work, and the teamwork was great. I enjoyed being part of the process for producing NCLEX-PN®.

I recommend that you consider applying as a volunteer at NCSBN. The travel is paid by NCSBN, and you receive CEU's for your time and input. They need all types of nurses. The panel I served on actually included a brand new LPN and another who has been a nurse for only one

year. All you need to do is go to [NCSBN.org](http://NCSBN.org) and apply as a volunteer. If you are accepted, they will contact you.

On another note, February is the month we celebrate love, and although the focus is on romantic love, I want to encourage you to show love to other nurses. Take the time to show appreciation and kindness to your co-workers, mentors, bosses, teachers, and beginning nurses. New nurses bring a fresh perspective and energy, and experienced nurses bring so much that cannot be obtained from books.

As the most trusted profession in the USA, I would like for us to correct the perception that "nurses eat their young." I had several wonderful mentors who helped encourage, correct, and teach me. I would especially like to thank Nancy Tucker, RN, for the time and energy she invested in me and many other new nurses. She spent her career caring for our community at Ashley County Medical Center. She was an excellent role model and has been greatly missed since her retirement.

I also want to express appreciation to my co-worker, Brandi Maxwell, LPN, for the extra work she does to keep things running smoothly in our nursing program when I am away. She encouraged me to apply for the position on the Arkansas State Board of Nursing (ASBN) even though she knew it would mean extra work for her. Without her effort, it would be impossible for me to serve on the ASBN.

And lastly, I want to thank the nurses in this state for all of your hard work. I am grateful that the vast majority of nurses in Arkansas are practicing above and beyond the minimum standard. I know that it costs you much more than you get back most days. Thank you for your service to this state. I hope you will show yourselves some love.

# Board Business

President Shela Upshaw presided over the hearings held on January 7 and the business meeting held on January 8. Highlights of Board actions are as follows:

- Granted Continued Full Approval to the following programs until the year 2019
  - Southark Community College- PN
  - University of Arkansas at Fort Smith- PN
  - ASU Newport- Jonesboro- PN
  - Black River Technical College- PN
  - College of the Ouachitas- PN
  - University of Arkansas Monticello College of Technology- McGehee- PN,
  - Harding University- RN
- Approved the curriculum revision for the following practical nurse programs
  - National Park Community College-PN
  - University of Arkansas at Fort Smith-PN
- Granted pre-requisite approval to University of Arkansas at Pine Bluff Baccalaureate of Science in Nursing Degree Program
- Granted initial approval to Southeast Arkansas Community College for the online LPN/ Paramedic to Associate Degree in Nursing Program
- Granted pre-requisite approval of the Clinton Satellite to the Practical Nurse Program at the University Community College-Morrilton
- Accepted the 2014 NCLEX® low pass rate responses for the following: Southern Arkansas Magnolia- BSN- second consecutive year; Arkansas Northeastern College Blytheville- ADN- fourth consecutive year; Arkansas State University Mountain Home- ADN- first year; College of the Ouachitas, Malvern- ADN- first year; East Arkansas Community College, Forrest City- ADN- second consecutive year; Phillips Community College-UA, Helena- ADN- first year; JRM School of Nursing, Pine Bluff- DPL- first year; and Southern Arkansas Tech Camden- PN- first year
- Continued disbursement of funds from the Faith A. Fields Nursing Loan Program for the 2015 Spring Semester, as follows:

Recipient	Amount	Academic Program
Aclin, Nicole	\$3,000	American Sentinel
Airhart, Mandy	\$1,200	Baptist School of Nursing
Caldwell, Amy	\$1,200	Baptist School of Nursing
Caywood, Amber	\$1,200	Northwest Tech
Cummings, Shalah	\$1,200	Arkansas Tech University
Dailey, Shelly	\$1,500	University of South Alabama
Dalrymple, Jerri	\$600	Northwest Arkansas Community College
Ditmanson, Jennifair	\$3,000	Grand Canyon
Flemming, Addie	\$600	University of Arkansas for Medical Sciences
Frizzel, Tammy Lynn	\$3,000	University of Tennessee
Gilihan, Crystal Dawn	\$1,500	University of Arkansas for Medical Sciences
Haile, Amber	\$1,200	Baptist School of Nursing
Harmon, Jennifer Nichole	\$3,000	American Sentinel
House, Morgan	\$1,200	University of Arkansas
Houser, Christopher	\$1,200	University of Arkansas at Cossatot
Jordan, Ginger	\$3,000	Chamberlin
Koch, Debbie	\$3,000	Capella
Mayweather, Jennifer	\$600	Baptist School of Nursing
Melson, Ariel	\$1,200	Baptist School of Nursing
Morgan, Antoinette Camille	\$1,500	University of Arkansas
Nipper, Roslyn	\$3,000	Walden
Richardson, Leah	\$1,500	University of Arkansas for Medical Sciences
Steele, Kamala	\$1,500	American Sentinel

## 2014-2015 BOARD DATES

February 11	Hearings
February 12	Hearings
March 16-18	NCSBN Midyear Meeting, Louisville, KY
April 1	Hearings
April 2	Hearings
May 6	Board Strategic Planning
May 7	Business Meeting
June 10	Hearings
June 11	Hearings
July 8	Hearings
July 9	Hearings
August 19-21	NCSBN Annual Meeting, Chicago, IL
September 9	Hearings
September 10	Business Meeting
October 14	Hearings
October 15	Hearings
November 18	Hearings
November 19	Hearings

# STAFF DIRECTORY

## ARKANSAS STATE BOARD OF NURSING

1123 South University Ave.  
Suite 800  
Little Rock, AR 72204  
Office Hours: Mon - Fri  
8:00-12:00; 1:00-4:30  
Phone: 501.686.2700  
Fax: 501.686.2714  
www.arsbn.org

*All staff members may be reached via e-mail by using first initial and last name@arsbn.org*

### ADMINISTRATION

Sue A. Tedford, MNSc, RN  
ASBN Executive Director

Fred Knight  
ASBN General Counsel

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

Susan Lester, Executive Assistant to the Director

### ACCOUNTING

Darla Erickson, CPA  
Administrative Services Manager

Gail Bengal  
Fiscal Support Specialist

Corrie Edge, Administrative Specialist II

Sydni Williams  
Administrative Specialist II

### DISCIPLINE & PRACTICE

Deborah Jones, RN, MNSc, - ASBN Assistant Director

Debra Garrett, MNSc, APRN, ASBN Program Coordinator

Debra Fletcher, Legal Support Specialist

Carmen Sebastino  
Legal Support Specialist

Patty Smith  
Legal Support Specialist

### EDUCATION & LICENSING

Karen McCumpsey, MNSc, RN, CNE - ASBN Assistant Director

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

Andrea McCuien  
Administrative Specialist III

Markeisha Phillips  
Licensing Coordinator

Mary Stinson  
Licensing Coordinator

### INFORMATION TECHNOLOGY

LouAnn Walker, Public Information Coordinator

Susan Moore  
Licensing Coordinator

Matt Stevens, Information Systems 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	LO16658
Jessica Gonzalez	Exam Application
Amber Sanders	R073529
Nathan Shaheed	T001220
Angela Shupert	L037543
June Elizabeth Sivils	L030290
Della Williams	L028175



BOARD MEMBERS Standing, L to R: Cynthia Burroughs, Consumer Rep.; Doris Scroggin, RN; Cathleen Schultz, RN; Haley Strunk, LPN; Karen Holcomb, RN; Yolanda Green, LPN; Patricia Staggs, LPN; Ramonda Housh, APRN; Gladwin Connell, Rep. of the Older Population Seated, L to R: Sandra Priebe, RN, Treasurer; Tammy Mitchell, LPN, Vice President; Shela Upshaw, RN, President; Terri Imus, RN, Secretary



**Pinnacle Pointe**  
BEHAVIORAL HEALTHCARE

**Career Opportunities:**

**RN (PT) WEO 7p-7a**

**RN PRN**

**LPN PRN**

**LPN (PT) WEO 7a-7p**

**Additional information visit our website**

**[www.pinnaclepointehospital.com](http://www.pinnaclepointehospital.com)**

**Services Provided**

Pinnacle Pointe Hospital is Arkansas' largest behavioral inpatient facility for children and adolescents, ages 5-17, who are struggling with emotional or behavioral health issues. We are committed to providing quality behavioral healthcare to our patients and support to families.

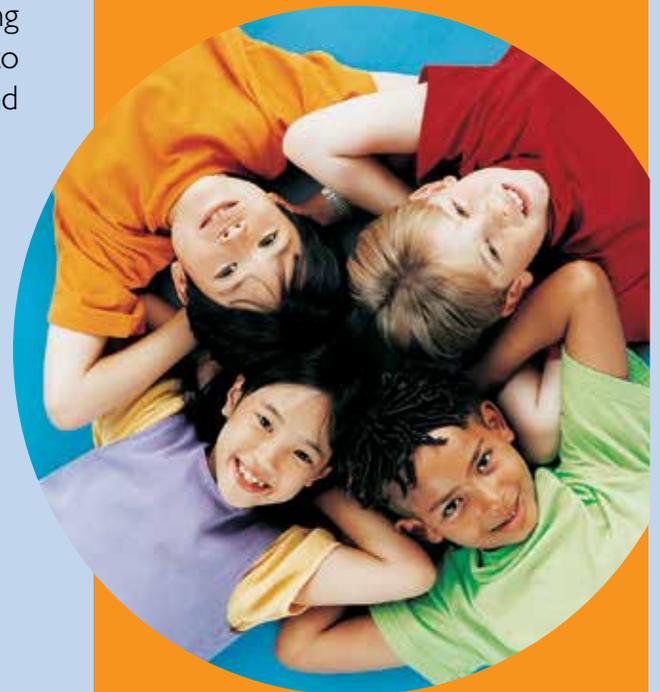
- Acute Inpatient & Residential Care
- Partial Hospitalization Program (PHP)
- Intensive Outpatient Services (IOP)
- School-based Services
- Outpatient Services
- Day Treatment Services

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





# PRESCRIPTION DRUG ABUSE SERIES: PART IV

## Recognizing Impaired Co-workers

*Reporting an impaired co-worker is not an easy thing to do, especially if this person is a friend and otherwise “a good nurse.” However, nurses have an ethical responsibility, in addition to a legal responsibility (located in the Chapter 7 Rules), to report nurses who are impaired and/or addicted. All nurses have a professional obligation to report an impaired co-worker to their facility’s chain-of-command and to the Arkansas State Board of Nursing (ASBN). Nurses, of all licensure levels, have a responsibility to uphold state and federal laws pertaining to the safe practice of nursing. This includes protection of patients from a co-worker’s drug abuse and/or impairment.*

Some characteristics of impaired co-workers may include:

- Long unexplained absences or frequent disappearances during a shift
- Making improbable excuses and taking frequent or long trips to the bathroom or to the stockroom where drugs are kept
- Lack of coordination; frequently breaks or spills medications
- Work absenteeism and frequent tardiness – absences without notification and an excessive number of sick days used
- Unreliability in keeping appointments and meeting deadlines
- Slurred speech
- Excessive amounts of time spent near a drug supply; waits until they are alone to access the narcotic dispenser/cabinet
- Volunteering for overtime and at work when not scheduled
- Work performance which alternates between periods of high and low productivity
- May suffer from mistakes made due to inattention, poor judgment and bad decisions
- Confusion, memory loss, and difficulty concentrating or recalling de-



tails and instructions. Ordinary tasks require greater effort and consume more time.

- Interpersonal relations with colleagues, staff and patients suffer. They rarely admit errors or accept blame for errors or oversights.
- Heavy “wastage” of drugs, especially when other nurses are not wasting the same amounts for the same patient
- Sloppy recordkeeping, suspect ledger entries and drug shortages

- Inappropriate prescriptions for large narcotic doses (APRN prescribing)
- Insistence or consistent volunteering to personally administer injectable narcotics to patients, especially to patients not assigned to the nurse
- Always choosing the maximum PRN dosage when other nurses use less (consistently having to “waste” drugs)
- Progressive deterioration in personal appearance and hygiene
- Uncharacteristic deterioration of handwriting and charting
- Personality change - mood swings, anxiety, depression, lack of impulse control, suicidal thoughts or gestures
- Dilated or pinpoint pupils, shaky hands, lethargy, or hyperactivity, depending on what type of drug they took
- Wearing long sleeves when inappropriate
- Patient and staff complaints about health care provider’s changing attitude/behavior
- Patient complaints that their pain level did not change after the nurse administered their pain medication (especially complaints about the same nurse) or that the patient

denies receiving medication that was charted

- Increasing personal and professional isolation

The impaired nurse does not need to exhibit all of these characteristics and behaviors to be impaired. Nurses should use good judgment and notify the facility chain-of-command and file a complaint with the ASBN when a nurse exhibits enough of these characteristics to cause suspicion.

Many well-educated, highly trained and experienced health care professionals lose their families, careers, and futures to substance abuse, and some lose their lives. Making excuses for an impaired co-worker only enables the behavior, which places the co-worker at risk for health issues and places the nurse's patients in danger. Reporting this person may affect the safety and welfare of the impaired/addicted co-worker and the patients charged to the impaired/addicted co-worker's care.



**RN**

**Master's degree preferred**  
**Mental Health experience preferred**  
**Competitive Salary/Benefits**  
**Relocation assistance available**

**Valley Behavioral is a 75 bed Psychiatric Hospital.**  
**Joint Commission Top Performer**  
**Please send resume and salary requirements to:**

**[Patricia.moore@valleybehavioral.com](mailto:Patricia.moore@valleybehavioral.com)**  
**or fax to 479-494-5751**

**Master of Science in Nursing** degree program

The demand for experienced graduate level nurses is growing. Be ready. Ready for the health systems with magnet status. Ready for career advancement. Ready to grow. Program options:

- Nurse Educator
- Family Nurse Practitioner

Sessions in fall and spring  
90% of courses are online  
36-42 graduate credit hours to complete the degree

**COX COLLEGE**  
417/269-3401 [coxcollege.edu](http://coxcollege.edu)

**UNIVERSITY OF CENTRAL ARKANSAS**  
**NURSING**

**ONLINE\* Programs from UCA**

- RN to BSN**
- RN to BSN/MSN**
- RNP to BSN/MSN**
- MSN**
- Post-MSN**
- Nurse Educator Certificate**

Enroll part-time or full-time. Begin the program any semester, including summer. Clinicals are in your home community.

**Check us out for your online education**

\*Periodic campus visits required. Dates known at time of registration.

**For more info: 501-450-3119**  
**[www.uca.edu/nursing](http://www.uca.edu/nursing)**

**PARKWAY HEIGHTS**  
(A Baptist Health Partner)

Now hiring LPN's-FT/PT  
1st & 2nd shifts  
Assisted Living  
(small facility) 34 units

**GREAT BENEFITS**  
*Spend less time on  
paperwork & more  
time with residents.*

**Call 501-202-1674**

**NICOTINE FREE  
EMPLOYER**

 **Parkway Heights**  
A BAPTIST HEALTH COMMUNITY



MAKE A  
HEALTHY  
CAREER  
MOVE

Saline Memorial is seeking  
registered nurses to join our team!

- Market competitive salary and benefits
- Positive working environment



**Saline Memorial**  
HOSPITAL

Contact (501) 776-6759 or [carol.matthews@salinememorial.org](mailto:carol.matthews@salinememorial.org) for details.

ELEANOR MANN SCHOOL OF NURSING  
College of Education and Health Professions

## Nursing Degree Programs That Fit Your Life

*Flexible plans for working nurses*

# ONLINE

**RN to Bachelor of Science in Nursing**

*Advanced degrees for leadership roles*

**Master of Science in Nursing**

**Doctor of Nursing Practice**

*The bachelor's and master's degree programs at the University of Arkansas are accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, D.C., (202) 887-6791.*



[online.uark.edu/nurse](http://online.uark.edu/nurse)



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

## DISCIPLINE 101: PROFESSIONAL PRACTICE

Once licensed as a nurse, a person is held to the standards of the nursing profession. This is true for most licensed professionals. The professional conduct of a nurse is what the public expects from all interactions with those who present as a licensed nurse. In a Gallop Poll taken the week of December 8, 2014, nurses were rated very high by the public for honesty and ethical standards. Medical doctors and pharmacists tied for second at 65 percent, followed by police officers at 48 percent and clergy at 46 percent.

Since the Gallop Poll added nurses in 2005, they have been rated at least 80 percent for high ethics and honesty.

To keep the public trust nurses must act responsibly. Professional conduct is the cornerstone of our profession. Unfortunately, nurses are sometimes reported to the Board for unprofessional conduct. What constitutes unprofessional conduct? Often, nurses do not intentionally commit unprofessional conduct but may find themselves under investigation for actions that constitute unprofessional behavior.

The term “unprofessional conduct” includes, but is not limited to, the conduct listed below:

- a. Failing to assess and evaluate a patient’s status or failing to institute nursing intervention, which might be required to stabilize a patient’s condition or prevent complications.
- b. Failing to accurately or intelligibly report or document a patient’s symptoms, responses, progress, medications, and/or treatments.
- c. Failing to make entries, destroying entries, and/or making false entries in records pertaining to the giving of narcotics, drugs, or nursing care.
- d. Unlawfully appropriating medications, supplies, equipment, or personal items of the patient or employer.
- e. Failing to administer medications, and/or treatments in a responsible manner.
- f. Performing or attempting to perform



- g. nursing techniques and/or procedures in which the nurse is untrained by experience or education, and practicing without the required professional supervision.
- g. Violating the confidentiality of information or knowledge concerning the patient except where required by law.
- h. Causing suffering, permitting or allowing physical or emotional injury to the patient or failing to report the same in accordance with the incident reporting procedure in effect at the employing institution or agency.
- i. Leaving a nursing assignment without notifying appropriate personnel, e. g. patient abandonment.
- j. Failing to report to the Board within a

reasonable time of the occurrence, any violation, or attempted violation of the Arkansas Nurse Practice Act or duly promulgated rules, or orders.

- k. Delegating nursing care functions and/or responsibilities in violation of the Arkansas Nurse Practice Act and the Arkansas State Board of Nursing Rules, Chapter 5.
- l. Failing to supervise persons to whom nursing functions are delegated or assigned.
- m. Practicing nursing when unfit to perform procedures and make decisions in accordance with the license held because of physical, psychological, or mental impairment. The American Nurses Association issued a position statement effective September 10, 2014, Addressing Nurse Fatigue to Promote Safety and Health: Joint Responsibilities of Registered Nurses and Employers to Reduce Risks. “Both registered nurses and employers have an ethical responsibility to carefully consider the need for adequate rest and sleep when deciding whether to offer or accept work assignments, including on-call, voluntary, or mandatory overtime.” (<http://nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Work-Environment/Work-Environment/NurseFatigue/Addressing-Nurse-Fatigue-ANA-Position-Statement.pdf>).
- n. Failure to conform to the Universal

Precautions for preventing the transmission of Human Immunodeficiency Virus and Hepatitis B Virus to patients during exposure prone invasive procedures.

- o. Providing inaccurate or misleading information regarding employment history to an employer or the Arkansas State Board of Nursing.
- p. Failing a drug screen as requested by employer or Board.
- q. Engaging in acts of dishonesty, which relate to the practice of nursing.
- r. Failure to display appropriate insignia to identify the nurse during times when the nurse is providing health care to the public.
- s. Failure to repay loans to the Nursing Student Loan Fund as contracted with the Board of Nursing.
- t. Any other conduct that, in the opinion of the Board, is likely to deceive, defraud, injure or harm a patient or the public by an act, practice, or omission

that fails to conform to the accepted standards of the nursing profession.

The brochure, *Grounds for Discipline*, may be found on the ASBN website, [www.arsbn.org](http://www.arsbn.org), under the DISCIPLINE tab. Per the posted disciplinary information, you can find the full statutory citations for disciplinary actions under *Nurse Practice Act*, Subchapter 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." Probation periods vary and may include an impaired-nurse contract with an employer and/or drug monitoring and treatment programs.

Each nurse is responsible for report-

ing any actual or suspected violations of the *Nurse Practice Act*. To submit a report of suspected violation of the *Nurse Practice Act*, visit the ASBN website at [www.arsbn.org](http://www.arsbn.org), click on the DISCIPLINE tab, and select Filing a Complaint for the online complaint form.

If you have any further questions, contact Mary Trentham, Attorney Specialist, Arkansas State Board of Nursing, 1123 South University, Suite 800, Little Rock, Arkansas 72204 or [mtrentham@arsbn.org](mailto:mtrentham@arsbn.org).

**Conway Human Development Center**  
 Full-Time LPN Positions Available  
 Pay Grid Based on Experience  
 Evening, Night, and Weekend Shift Differential

Full-Time Positions Eligible For  
 Health Benefits  
 Retirement Benefits  
 12 Paid Vacation Days  
 11 Paid Holidays  
 12 Sick Days

Apply Online at [www.arstatejobs.com](http://www.arstatejobs.com)




**Free Subscription to StuNurse magazine!**

Do you know someone who is a student nurse, or someone considering a nursing career? Then let them know about the StuNurse magazine. A subscription to the StuNurse digital magazine is **FREE** and can be reserved by visiting [www.StuNurse.com](http://www.StuNurse.com) and clicking on the Subscribe button at the upper right corner. **Educators...** let your students know they can subscribe free of charge!



**ARKANSAS STATE UNIVERSITY**  
 College of Nursing & Health Professions

**NEW Doctor of Nursing Practice**  
**Master of Science in Nursing**  
 Family Nurse Practitioner, Adult Clinical Nurse Specialist, Nurse Educator, Nurse Anesthesia

**Bachelor of Science in Nursing**  
**NEW RN to BSN** (12 months online)  
 BSN Traditional, 2nd Degree BSN Accelerated LPN to BSN

**Associate of Applied Science in Nursing**  
 AASN Traditional, LPN to AASN  
 (Jonesboro, Beebe, West Memphis, Mt. Home)

Faculty Positions available in *all* programs

**ARKANSAS STATE UNIVERSITY**  
**SCHOOL OF NURSING**  
 AState.edu/college/conhp/departments/nursing/



**ASNA School Nurse Conference**

**June 15 & 16, 2015**  
**7:30 am—4:00 pm**

For more information and Registration: [www.arksna.com](http://www.arksna.com)

Also happening this summer, **NASN 2015**  
 47th Annual Conference  
 June 24- June 27, 2015  
 Pre-conf June 23, 2015  
 Philadelphia Marriott Downtown,  
[www.nasn.org/NASN2015](http://www.nasn.org/NASN2015)




Ninth Annual

NURSING CONTINUING EDUCATION

Cruise



April 12-19, 2015



Carnival. The Fun Ships.

Day	Port	Arrive	Depart
Sun	New Orleans, LA		4:00 PM
Mon	Fun Day At Sea		
Tue	Cozumel, Mexico	8:00 AM	6:00 PM
Wed	Belize	8:00 AM	5:00 PM
Thu	Mahogany Bay, Isla Roatan	9:00 AM	5:00 PM
Fri	Fun Day At Sea		
Sat	Fun Day At Sea		
Sun	New Orleans, LA	8:00 AM	

Who says Continuing Education can't be fun?

Join ThinkNurse and Poe Travel for our 9th Annual CE Cruise. Cruise the Caribbean on Carnival's Dream while you earn your annual CE credits and write the trip off on your taxes! Prices for this cruise and conference are based on double occupancy (bring your spouse, significant other, or friend) and start at only \$838 per person (not including airfare to New Orleans) A \$250 non-refundable per-person deposit is required to secure your reservations. Please ask about our Cruise LayAway Plan!

South Central Accreditation Program (SCAP) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

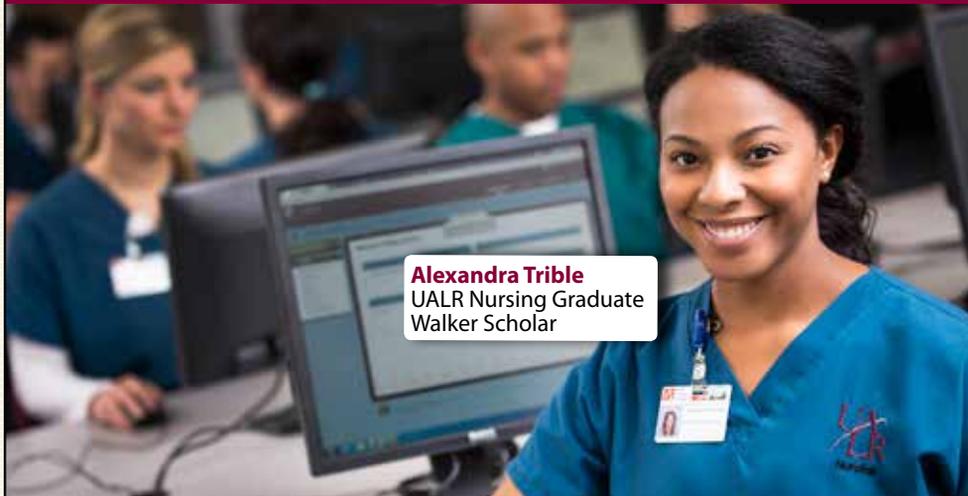
For more information about the cruise and the curriculum (to be determined by Aug. 30, 2014) please log on to our Web site at ThinkNurse.com or call Teresa Grace at Poe Travel Toll-free at 800.727.1960.

POE TRAVEL

ASBN Update www.arsbn.org

# RN to BSN and LPN to RN

Now accepting applications — Complete in 1 year



Alexandra Tribble  
UALR Nursing Graduate  
Walker Scholar

LPN to RN includes one year (May to May) of lecture and clinical-based courses, which prepares you for the NCLEX-RN. Current RNs can complete an online Bachelor of Science in nursing while working full time.

Apply now to advance your career  
[ualr.edu/nursing](http://ualr.edu/nursing) • 501.569.8070



## Ready for the next challenge? We sure are at QualChoice!

You'll be delighted to hear about the great health care opportunities with QualChoice as we grow and expand our services.

QualChoice Quality and Care Management Department is seeking motivated, capable individuals with a zest for producing positive outcomes. We have the following positions available:

- R.N. Maternity Case Manager
- R.N. Care Manager
- Supervisor, Care Management
- Supervisor, Care Management Medicare Advantage

If you are looking for a great place to work with a group of great folks, check out our website at [www.qualchoice.com](http://www.qualchoice.com). We want to excel so we are hiring the best!

QualChoice is an Equal Opportunity Employer to include women, minorities, veterans and persons with disabilities. RNs are required to possess licenses for the non-compact states designated by the company.

[www.qualchoice.com](http://www.qualchoice.com) QualChoice®

# Professional Practice Models Provide a Framework for Nursing Practice

Although some nurses may not be familiar with or embrace the purpose of a Professional Practice Model (PPM), the concept (associated with Magnet® designation) has become increasingly more recognized and appreciated within our profession. This type of conceptual model is used to establish and describe the way in which nurses practice, collaborate, communicate and develop professionally in a given institution. Most often a PPM has a theoretical basis and should clearly align with the organizational and nursing missions.

To ensure a PPM is meaningful and effective, nurses must see the link between their practice and the model's concepts. Ideally the PPM will promote nursing autonomy, empowerment and accountability, but without this link, it will simply be an ineffective schematic that does not resonate with nurses.

## Development of UAMS Nursing PPM

In 2011, members of the Nursing Research Council at the University of Arkansas for Medical Sciences (UAMS), Medical Center, embarked on identifying a PPM for UAMS nurses. Their initial thought was to adopt an existing model so they did an extensive review of the literature and conceptual models. They soon realized that no PPM offered the individualization to UAMS nursing practice they desired so they took the road less traveled and began the development process.

Understanding the importance of a theoretical basis, the team performed a thorough review and developed a framework that incorporates the work of five nursing theorists:

*Nursing at UAMS embraces an integrative theoretical framework that is built on the premise that nurses function as a "bridge" to optimal health and well-being as defined by the patient (Henderson, 1973, Pender, 1982). The bridge has many underpinnings including UAMS' commitment to "institutional integrity" (Kolcaba, 1991) and to partnering with patients and families to promote their Comfort, Hope & Healing.*



2014-2015 Research Council Members

*Clinical expertise and empowered practice enables UAMS nurses to form intentional relationships that support shared learning, trust and partnering with patients, families and other healthcare providers (Peplau, 1952). Such collaborative patient-family centered relationships foster respect for the cultural identity and preferences of patients resulting in highly individualized care (Leninger, 1991).*

*UAMS Nursing Professional Practice Model, 2011*

The bridge concept emerged from the theory review and the focus of the schematic was determined. The identification of supporting pillars was intuitive for the team and consensus was easily reached on that important aspect. It was clear however, that due to the highly individualized nature of the model, an interpretive statement explaining each pillar was needed and thus developed to be considered a permanent supplement to the model.

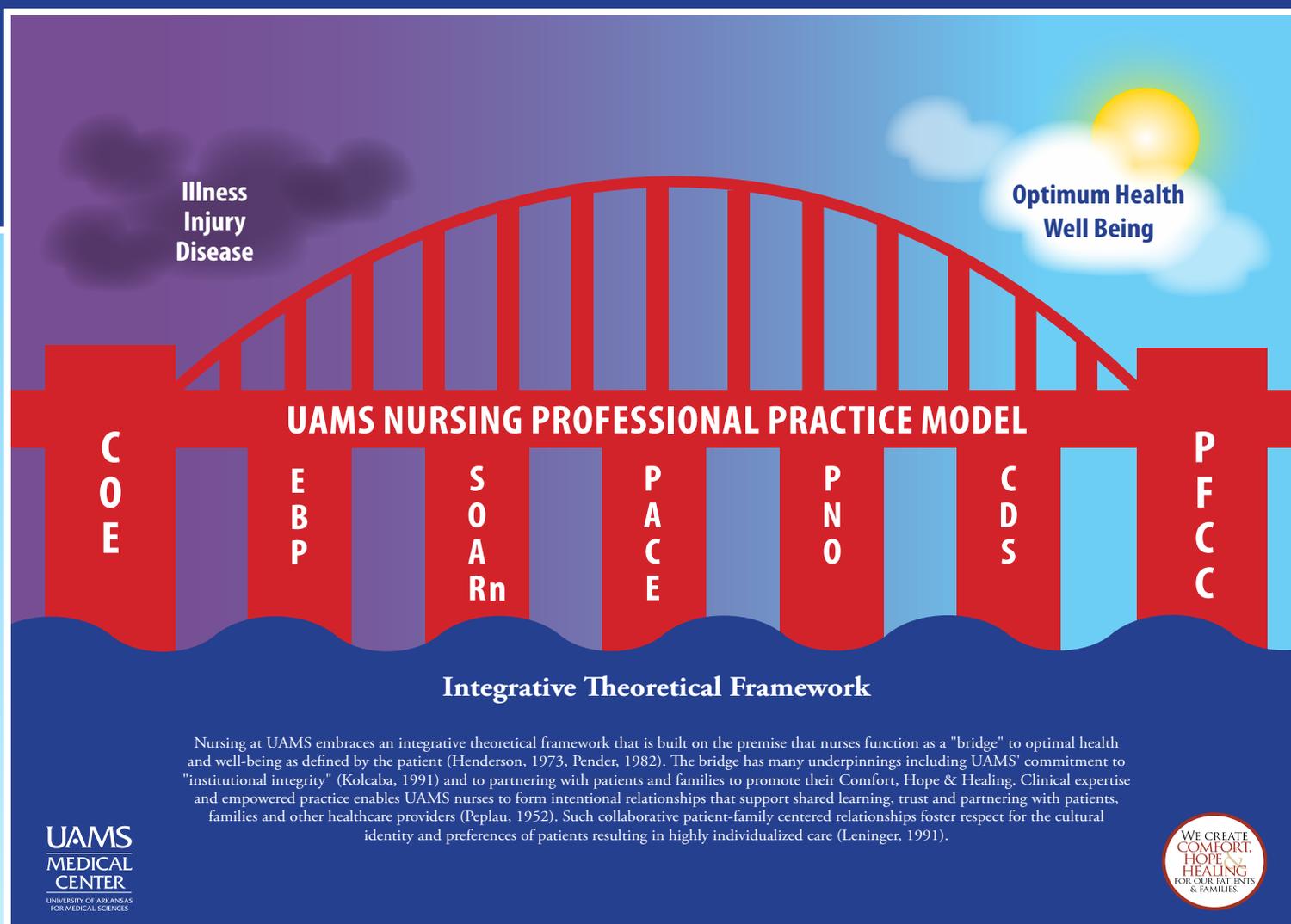
After much graphical deliberation and trips to the "drawing board", drafts were developed and presented to an audience of UAMS nurses. At the 2011 Professional Practice Fair, over 200 nurses reviewed two versions of the model that had different graphics and color schemes, but the same content. They voted on their preference and provided feedback and suggestions related to the overall model. It was clear to those who reviewed the model that the UAMS institutional frameworks for behavioral standards and patient-family centered care were foundational, ultimately providing significant support on either side of the bridge. While changes were made to the graphics, the supporting pillars and overall concept were widely accepted without modification and the UAMS Nursing PPM was born.

Since that time, education on the PPM has been presented extensively and is included in the annual nursing competency validation process. In addition, the model is displayed on nursing policies and is used as a compass for goal setting and strategic planning.

While it could take years for full enculturation of a PPM, there are steps you can take to facilitate the process:

- Engage clinical nurses in the initial creation or identification of the PPM
- Ensure the model reflects the uniqueness of nursing practice in the specific institution
- Identify standardized ways to demonstrate the link between nursing practice and the model
- Provide education for new nurses as well as ongoing annual review
- Ensure formal and informal nursing leaders have an in-depth understanding of the PPM
- Link projects and goals to the constructs of the model

Ongoing evaluation of the PPM is necessary to identify enhancements or modifications that may be needed as stagnation and irrelevance of the model can occur over time. This evaluation should include a focus on illustrating the link of the PPM to consistent improvements in nursing practice and clinical outcomes. The ultimate measure of success for any PPM is the realization of such outcomes and sustainment of high quality care.



- **The Circle of Excellence (COE)** describes UAMS' service and behavioral standards which represent the overall commitment to institutional excellence and integrity.
- **Evidence-based Practice (EBP)** is considered by UAMS nurses to be the utilization of patient/family preferences, research and their own clinical experiences to guide clinical decision-making.
- **Supplying Opportunities for Advancement of the RN (SOARn)** is the clinical ladder program designed to foster professional development and growth of UAMS nurses while ensuring accountability and achievement of proficient clinical practice.
- **Professionalism, Accountability, Communication and Excellence (PACE)** are the building blocks of the UAMS Nursing Mission, Vision, Values and Philosophy. UAMS nurses set the PACE for creating a culture of nursing excellence.
- **The Professional Nursing Organization (PNO)** is the shared decision-making organizational structure that enables UAMS nurses to be informed, heard and empowered in their professional nursing practice.
- **The Care Delivery System (CDS)** is the framework for organizing and providing care to patients and families and describes specific care delivery practices, systems & processes (i.e. work/resource allocation; partnering and communication among providers, patients/families; unit-based leadership).
- **Patient-Family Centered Care (PFCC)** is the approach to health care delivery embraced by UAMS that is grounded in partnerships among providers, patients and families.



# TELEHEALTH NURSING

*I have spent most of my life in rural Arkansas, where “home” is down a dirt road and tractors are seen more often than cars. I became a registered nurse in 1988 and my practice took me to one of Arkansas’s few metropolitan areas, but my family still lives in the vast rural areas of the state. The stark contrast between the “haves” and the “have-nots” of healthcare became even more evident to me when my career took me to the hub of all academic health care activity in Arkansas, the state’s only academic medical center, the University of Arkansas for Medical Sciences. This is where I realized how nurses can transform care in rural areas by advocating for improved access to specialty care for rural patients through telemedicine.*

As a primarily rural and medically underserved state, Arkansas is in a unique position. Every hospital in Arkansas has interactive video equipment that can be used to treat patients with specialty medical needs, including high-risk pregnancies, hand injuries, burns, pediatrics, ischemic stroke, and many other health care niches. Considering this, one would assume that telemedical nursing would be commonly taught and discussed at these hospitals. However, it is not.

Nurses should be the patient champions advocating for the best possible care. We should be asking why telemedicine is not utilized for patient care in the most remote locations in the state. We should be advocating for our patients and asking for access to care using telemedicine when in-person care is not available. Providing access to routine and specialty care should not take place only in the metropolitan areas; it should be available in all areas of Arkansas - regardless how remote or rural a patient’s location.

Sometimes, patients travel hours to see their health care providers, but many more patients will travel those distances to see a specialist if they live in rural Arkansas. Those same patients will spend an entire day away from home, work and family, which can be costly, only to spend less than 30 minutes in front of the doctor. And they often receive the same

information that could have been delivered over telemedicine. Given the choice of traveling long distances, many patients would rather see the provider over telemedicine and not travel those distances.

These same patients may need more education on their disease process or instructions on how to use a particular medication or medical device and driving back and forth to their provider may be impossible. More importantly, patient education can be offered and provided at a distance from their hometown.

More times than not, the nurse or nursing assistant who is with the patient provides the needed care to patients at the discretion of the medical provider. The nurse provides the initial assessment of the patient, and the information is relayed to the provider. This same information or discussion about the patient can be exchanged with the practitioner or other health care provider at a distance over telemedicine.

Telehealth nursing can be practiced almost anywhere a patient has access to telemedicine technology, and in Arkansas that can be in any hospital, department of health clinic, and most community health centers. Telehealth nursing is practiced in many call centers as part of managed care organizations. Given access to the information that is needed for care and a choice of seeing a provider over interactive

video versus driving two to three hours to see a provider, the patient almost always will choose a telemedicine visit. Patients should be given the option of traveling or telemedicine if it is available for their health care needs, and as the first health care professional in contact with patients, nurses should advocate for patients’ best option.

Having choices for options on how care is provided, those patients will always appreciate the nurse helping provide simple options to receive the same care. The nurse can remind the providers that telemedicine may better serve the patient when offered in locations convenient to the patients.

Many of my family members continue to reside at least 30 minutes from the nearest hospital and face the challenge of getting urgent care nearby, considering many rural clinics are staffed with a provider three to four days a week, as well as rural emergency rooms with limited resources. A health care crisis can simply not be planned, and that is why telemedicine is so essential in our rural areas of the country. A nurse can be the voice of the patient who does not know what resources are available in health care. A nurse can advocate for telemedicine in their clinic or hospital. We owe it to our patients, family and the people of Arkansas to seek available health care closest to their homes.

## Resources

1. Westra, B., (2004) American Association of Ambulatory Nursing 2004. Telenursing and Remote Access Telehealth. Retrieved from <http://www.aacn.nche.edu/qsen-informatics/2012-workshop/presentations/westra/Telehealth.pdf>
2. Arkansas Department of Health 2011. The Trauma Section. Retrieved from <http://www.healthy.arkansas.gov/programsServices/injuryPrevention-Control/Traumatic Systems/Pages/default.aspx>
3. National Council of State Boards of Nursing 1997. Retrieved from <https://www.ncsbn.org/TelenursingPaper.pdf>
4. Telehealth Nursing Fact Sheet (April 2011). American Telemedicine Association. <https://www.ncsbn.org/TelenursingPaper.pdf>

**LPNs, RNs,  
APNs,**

**ANPs, PAs**  
SPECIALTY CLINICS  
& CASE MANAGEMENT  
POSITIONS in Central Arkansas



The Employment  
**EXPERTS**

**Teresa Waters**  
teresa-waters@sbcglobal.net

**Shannon Steed**  
shannon.steed@att.net

1429 Merrill Drive, Ste. 2A  
Little Rock, Arkansas 72211  
Phone: 501-225-3238  
Fax: 501-246-8001



**you MAKE A DIFFERENCE**  
at Arkansas Children's Hospital

**What is different about being a pediatric nurse?**

**YOU make a difference in the life of a child!**

Our experienced nurses come to work at Arkansas Children's Hospital because of the culture that only a children's hospital can provide and the opportunity to truly make an impact on the life of a child. Every day.

#### AT ACH, NURSES ENJOY:

- New experiences every day with an ever-changing patient population
- A team of enthusiastic care providers who love working with kids
- A leadership team that role models hospital values
- A culture that provides a supportive and FUN work environment



EOE

**NOW HIRING NURSES FOR THE INFANT-TODDLER UNIT**

Apply online at:  
[baptist-health.com/jobs](http://baptist-health.com/jobs)

Join our team of experienced nurses!  
Apply online at [archildrens.org/dreamjobs](http://archildrens.org/dreamjobs). | 501-364-1398

# PATIENT EDUCATION KEY TO DIABETES MANAGEMENT

Diabetes is the seventh leading cause of death in the United States and one of the leading causes of disability. The risk of death for adult diabetics is 50 percent higher than for non-diabetics. The Centers for Disease Control and Prevention reports that 29.1 million people in the United States have diabetes, yet only 21 million have been diagnosed. Additionally, 86 million Americans have a fasting blood sugar higher than normal that qualifies them as pre-diabetic.

Diabetes is an expensive chronic condition that costs the health care system (plus lost work and wages for diabetics) more than \$245 million annually. Health care costs for diabetics are twice as high as non-diabetics.

Diabetes is a serious illness with a large impact on patients, families, communities and the entire health care system. Proper management is a priority and requires careful attention to diet, daily activity and maintaining a healthy weight. It often requires the patient to make significant lifestyle changes. Successfully managing diabetes requires commitment and cooperation from the patient, his or her family, and the patient's health care provider team.

Patient education is the first and most important step to manage diabetes. Health care professionals should use diabetic educators, nutritionists, diabetic support groups and educational programs to help educate patients. A good way to support patients is to provide a diabetic booklet they can use to record office visits; blood pressure, blood sugar or A1C and cholesterol; foot, eye and dental exams; immunizations for influenza, pneumonia and Hepatitis B; meals; and daily physical activity. Ask the patient to bring this booklet to each visit. Monitoring his or her progress will encourage

patient engagement, an essential component of successful diabetes management. There are several good downloadable examples of this booklet on Internet websites.

Diagnosed diabetics should see their health care professional at least twice a year. At each visit, patients will need:

- Blood pressure check
- Foot check
- Weight check
- Review of their self-care plan
- Medication review, including over-the-counter items

Once a year they will need:

- Cholesterol check
- Complete foot exam
- Dental exam of teeth and gums
- Dilated eye exam
- Flu shot
- Urine and blood test for kidney function

Twice a year they will need:

- A1C; more often if A1C is greater than 7

Once a lifetime or as recommended:

- Pneumonia shot
- Hepatitis B shot

As health care professionals, we must empower patients to be in control of their diabetes, and not let diabetes control them. The good news is, patients can do a lot to prevent type 2 diabetes. Being overweight increases the risk of type 2 diabetes. Help patients realize that small changes can make a big difference. Suggest one or two small lifestyle changes to your diabetic patients. Celebrate their success at their next office visit. Then add two more small changes, such as drinking water instead of sugar-loaded drinks; walking in place during television commercials; eating whole grain

bread in place of white and brown rice instead of white.

Take every opportunity to educate your diabetic and pre-diabetic patients. No magic pill, magic wand, special drink or herbal supplement can control or cure diabetes. No health care provider or physician can be held responsible for the patient's behavior. Diabetes management is in the hands of the diabetic. As a key part of all your patients' health care team, you can provide encouragement that they can manage their diabetes and reassurance that the health care team is prepared to help them succeed.

To learn more:

The US Dept. of Health and Human Services' National Diabetes Education Program (NDEP): <http://ndep.nih.gov/index.aspx>  
"50 Ways to Prevent Type 2 Diabetes" on the National Diabetes Education Program website: [www.ndep.nih.gov/media/NDEP71\\_Choose50Ways\\_4c\\_508.pdf](http://www.ndep.nih.gov/media/NDEP71_Choose50Ways_4c_508.pdf)

A quick quiz to screen for diabetes/pre-diabetes:

<http://www.cdc.gov/diabetes/prevention/pdf/prediabetestest.pdf>

(Spanish language version at:

[http://www.cdc.gov/diabetes/prevention/pdf/prediabetesquiz\\_sp.pdf](http://www.cdc.gov/diabetes/prevention/pdf/prediabetesquiz_sp.pdf))

## References

1. Centers for Disease Control and Prevention (CDC). National diabetes statistics: estimates of diabetes and its burden in the United States, 2014. Atlanta, GA: U.S. Department of Health and Human Services, CDC, 2014.
2. 2009-2012 National Health and Nutrition Examination Survey estimates applied to 2012 U.S. Census data.

# Sparks

## Home Health RN

*Get the reward of seeing your patients' health progress while in the comfort of their own home!*

**Case Management  
Patient Care Planning and Teaching  
Goal Setting**  
\$1500 sign on bonus for full time



**For more information:**

**Call Melissa Butler**

501-664-4933

[mebutler@stvincenthealth.com](mailto:mebutler@stvincenthealth.com)

**Apply online at:**

[www.stvincent.vna.healthcareservices.org](http://www.stvincent.vna.healthcareservices.org)

EOE



Mercy Northwest Arkansas Communities voted "Best Place to Work" by Arkansas Business, is excited to announce we have the following job opportunities:

**Registered Nurses  
Clinic Nurses (RN or LPN)  
Clinic Case Coordinator ' (RN or LPN)  
Home Care RN  
Electro Med Nurse**

*We are looking for compassionate candidates with previous experience who enjoy working with a dynamic team delivering excellent service for our patients and families.*

*If you would like to be part of a great team and receive an excellent benefit package, please visit our website at [www.mercy.net/careers](http://www.mercy.net/careers) to complete an application.*

# Mercy

## EXPERIENCE MORE, EXPERIENCE MERCY.

For additional information you can visit our website at [www.mercy.net/careers](http://www.mercy.net/careers) or contact:

**Mercy Northwest Arkansas**

**Human Resources**

**2710 Rife Medical Lane**

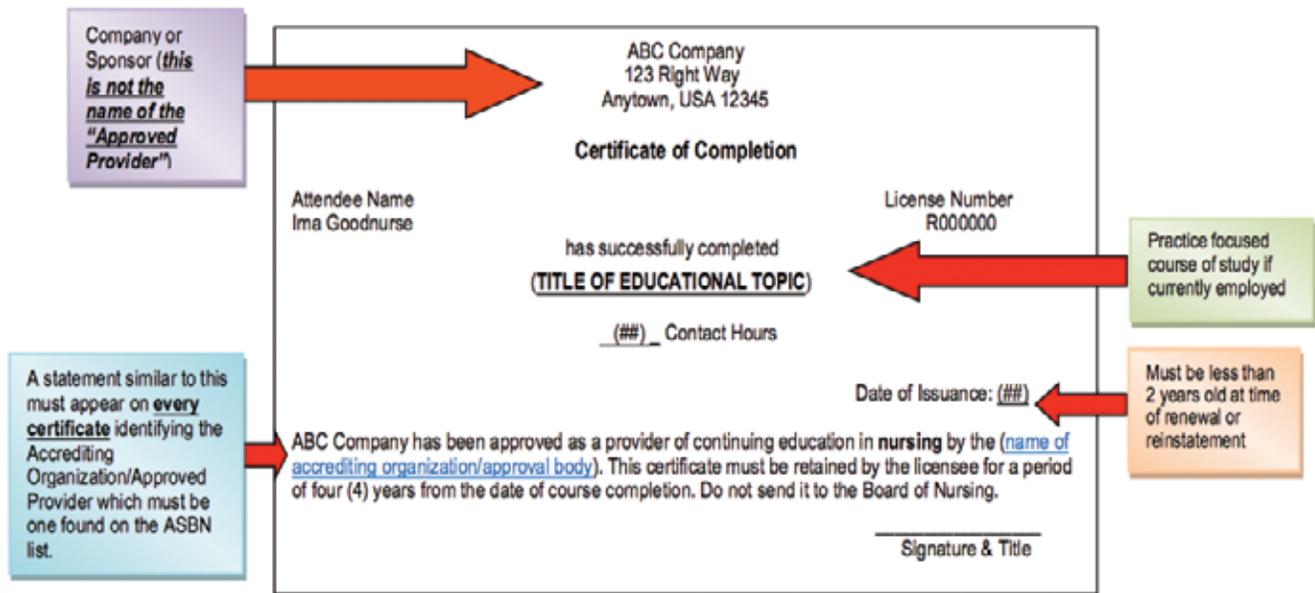
**Rogers, AR 72758**

**Phone: 479-338-3141**

EEO/AA/Minorities/Females/Disabled/Veterans



# HOW TO DETERMINE ACCEPTABLE "CONTACT HOUR" AWARDED CONTINUING EDUCATION



We receive numerous phone calls and emails every day from nurses asking, "Will this continuing education activity count toward my requirement for license renewal?" *When searching for continuing education activities to be used to satisfy the minimum requirement for license renewal/reactivation, whether you are attending a nursing continuing education workshop, completing activities over the internet or by mail, verify if the company offering the activity has had the program(s)(courses of study) accredited by an approval body/accrediting organization recognized by the Arkansas State Board of Nursing (ASBN) prior to participation. The accreditation statement indicating the approval body/accrediting organization should appear in advertising material and must also be stated on each certificate of completion (see example above).* You can find a complete

list of accepted approval body/accrediting organization's on the ASBN web site, [www.arsbn.org](http://www.arsbn.org), through the "Continuing Education Information" link on the home page. The example of a certificate above has been designed along with the accompanying information below to describe and demonstrate the components necessary to be compliant with the law.

#### CONTACT HOUR OPTION:

**Number of contact hours:** This information must always be listed on the certificate. Fifteen **practice-focused** contact hours are required for on-time renewals. For a late renewal/reinstatement you must complete twenty (20) contact hours.

**Date:** The completion date must be listed on the certificate. The activity(s) must be completed and dated no more than two

years prior to renewal/reinstatement.

**Title:** Include the full title of the educational activity.

**Course:** Must be practice focused education specific to your job duties. For nurses not currently practicing, courses of study may be selected from a variety of **nursing topics**.

**Name of Accrediting Organization/ Approved Provider Statement:** This information should be the accrediting organization and not the company or sponsor of the activity. The name of the accrediting organization must be indicated on every certificate. There will be a statement similar to: "This activity has been approved for continuing education in *nursing* by (this is where the accrediting organization is found) an approved provider by..." The most common accrediting organization of



## Close to Home...

Want to work close to home, providing professional nursing care in patients' homes all across your community? You can, when you become a member of ADH's certified In-Home Health and Hospice service, your **HomeTown Team**.

When you become a full-time member of your **HomeTown Team**, you'll get great benefits:

- Excellent health insurance;
- Two weeks (increasing) paid vacation, PLUS sick leave;
- Eleven paid holidays;
- Retirement plans.

### Full-Time and PRN Positions

We offer both full-time and PRN nursing opportunities. To find out more, contact Kim Steed at (501) 661-2154 or email [kim.steed@arkansas.gov](mailto:kim.steed@arkansas.gov)



[www.adbhomedcare.org](http://www.adbhomedcare.org)  
 ARKANSAS DEPARTMENT OF  
**Health**  
 In-Home Health Care

Equal Opportunity Employer M/F/H/V



Trauma Emergency Center and patient tower now open.

## Build your career here.

View our current openings at [www.saintfrancis.com/career](http://www.saintfrancis.com/career)

Saint Francis Health System  
 6600 South Yale, Suite 1100, Tulsa, Oklahoma 74136  
 918-502-8300 | Toll Free 800-888-9553



SAINT FRANCIS HOSPITAL | THE CHILDREN'S HOSPITAL AT SAINT FRANCIS | WARREN CLINIC | HEART HOSPITAL AT SAINT FRANCIS  
 SAINT FRANCIS HOSPITAL SOUTH | LAUREATE PSYCHIATRIC CLINIC AND HOSPITAL

Saint Francis is an EOE/Vet/Disabled



University of  
 Central Arkansas

## UCA NURSING — ONLINE PROGRAMS



### Master of Science in Nursing

- RN to BSN/MSN
- Clinical Nurse Leader
- Nurse Educator
- Nurse Practitioner (Adult/Gero. or Family)

### RN to BSN

- One campus visit
- 12 month program
- Practicum experiences in home location

Apply now at [UCA.EDU/NURSING](http://UCA.EDU/NURSING)

501.450.3118 | [uca.edu/nursing](http://uca.edu/nursing) | 201 Donaghey Avenue | Conway, AR 72035

nursing continuing education is the American Nurses Credentialing Center's Commission on Accreditation (ANCC) but there are many others that are acceptable. The accrediting organization must be one of the organizations found on the "ASBN Approved Accrediting Organizations/Approved Providers" list located on [www.arsbn.org](http://www.arsbn.org), through the Continuing Education Information link on the home page.

One of the laws governing continuing education requires that you maintain original copies of certificates of completed contact hour activities used for meeting the requirement for license renewal in your possession for a minimum of four years. If you are only keeping a "list" of courses completed for your records and/or if your employer keeps a file that is OK, *although it is ultimately your responsibility to maintain original copies of certificates for each course of study.* Part of the renewal process will require you to enter information from each certificate. Also, if you are selected during a random audit you will receive notification by mail asking that you demonstrate compliance by submitting copies of your documents for review by the ASBN. Submitting a list does not demonstrate compliance. Some nurses have found that it is sometimes impossible to retrieve copies of the certificates. Avoid future problems by following the guidelines outlined in the *Nurse Practice Act & Rules*.

Many employers provide opportunities for their employees to earn continuing education. Nurses that are participating in employer sponsored education must follow the guidelines set by the *Nurse Practice Act & Rules* as well. Not all nursing continuing education study material has been appropriately accredited. If in doubt whether a certificate will count toward your requirement for license renewal, compare it to the example above and assess whether it contains all the necessary components as demonstrated in the example. If it does, then there's your answer.

# Georgia Baptist College of Nursing of Mercer University, offers online doctoral education.



PhD in Nursing  
now offered on your schedule.

Three Great Reasons to Choose Mercer  
for your doctoral education:

- Engaged, supportive faculty
- Funding available from Nurse Faculty Loan Program
- Three campus visits per year

*Mercer University participates in the SREB  
Electronic Campus Regional Reciprocity Agreement.*

(678) 547-6700 ■ [nursing.mercer.edu](http://nursing.mercer.edu)

MERCER  
UNIVERSITY

Mercer Health  
Sciences Center

SERVING THE UNIFORM NEEDS OF MEDICAL PROFESSIONALS IN ARKANSAS SINCE 1970

**Have you heard???**

**Griffey's has FOUR locations in  
Central Arkansas!!**

**Little Rock - North Little Rock  
Conway - Hot Springs !!!  
[www.griffeysuniforms.com](http://www.griffeysuniforms.com)**



Go to Griffey's  
Uniforms Website

**\$5.00 OFF ANY TOTAL PURCHASE  
OF \$25.00 OR MORE  
(one coupon per customer)  
(excludes Littmann products)**

Offer expires 2/28/2015  
Certain restrictions apply,  
ask store for details

**Griffey's Professional Uniforms, Inc.**  
the LARGEST retailer of SCRUBS & MEDICAL UNIFORMS in Central AR

**4 LOCATIONS TO SERVE YOU!**

8609 West Markham, LR  
**501.225.6007**  
4000 McCain BLVD  
**501.758.7608**

813 Oak Street, Conway  
**501.329.6007**  
315 Section Line Rd., Ste. F, Hot Springs  
**501.525.1007**

*Also offering shoes, hosiery,  
lab coats & a complete line  
of medical accessories*

**Immediate  
openings for RN  
Case Managers  
Baptist Health  
Home Health  
Hospice  
Little Rock,  
Stuttgart and  
surrounding areas**

**RN Minimum  
Requirements:**

- \*Current RN license.
- \*1 year of RN experience required.
- \*Current BLS preferred.

**For job  
descriptions,  
qualifications and  
application  
information please  
visit jobs at  
[www.baptist-  
health.com/jobs](http://www.baptist-health.com/jobs)**



**Keeping ARKANSAS Nurses RIGHT here at Home!!**  
**Arkansas Medical Staffing**  
"Caring Professionals by Your Side"  
**501-224-1010**



**We LOVE our NURSES and our FACILITIES!!!**  
**Cherishing both relationships is our HONOR!!**

**ARKANSAS MEDICAL STAFFING PROVIDES  
PROFICIENT NURSES, THROUGHOUT ARKANSAS**

Need ASSISTANCE with staffing: PRN, Vacations, FMLA, or High Census?  
We can certainly HELP!!  
**CALL 501-224-1010**

AMS nurses are in HIGH demand - We have **IMMEDIATE** openings for  
**Registered Nurses** and **Licensed Practical Nurses** in many areas of healthcare!!  
*Wellness Clinics forming in NE Arkansas - We're hiring LPN's in your area!!!*

*To JOIN this exciting adventure in healthcare with our incredible nursing team,  
CALL US today! 501-224-1010*  
*Keeping Arkansas Nurses RIGHT here at home, for Arkansas families!!*



***"Happy Valentine's Day - Take the time to know you are loved by many, AMS"***



End poverty.

Start getting kids through high school.

77% of Littles reported doing better in school because of their Big. One-to-one mentoring works.

Even big change starts with something little.  
Support kids in your community at [BigBrothersBigSisters.org](http://BigBrothersBigSisters.org).



**Start Something™**

Donate money or time at [BigBrothersBigSisters.org](http://BigBrothersBigSisters.org)



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>Abrahamson</b>	Ashley Elizabeth	L052875	Mountain Home	Suspension - 2 yrs. Probation - 2 yrs	Terms of Probation	November 6, 2014
<b>Bettis</b>	Ketra Dionne Graves Graves-Humphreys	R069347, L039952	Jessieville	Letter of Reprimand	(a)(6)	October 13, 2014
<b>Burge</b>	Jennifer Leeann	L049139	Houston	Voluntary Surrender		October 13, 2014
<b>Burger</b>	Rachel Lynn	L052410	Gepp	Revocation	(a)(2), (a)(6), 17-87-312	November 6, 2014
<b>Carruth</b>	Jana Kim French	R040026	Russellville	Suspended	(a)(5), (a)(6)	November 5, 2014
<b>Clark</b>	Cheryl Elizabeth (E) Hussey Baldwin	L040242	Hensley	Suspended - 2 yrs Probation - 3 yrs	Terms of Probation	November 6, 2014
<b>Clayton</b>	James Wesley	R094492	Floral	Probation 3 yrs	Terms of Probation	November 5, 2014
<b>Clem</b>	Patricia Ann	LR088201	West Memphis	Letter of Reprimand	(a)(1), (a)(7)	October 8, 2014
<b>Cooper</b>	Earleen A Foster Coulter	L041243	Clinton	Suspended - 2 yrs Probation - 3 yrs	(a)(1), (a)(2), (a)(6)	November 5, 2014
<b>Dubrava</b>	Amy Christine Brandlein	R072332	Benton	Voluntary Surrender		November 3, 2014
<b>Dulaney</b>	Kristina Casteel Haney	R074107	Lonoke	Letter of Reprimand	(a)(1)	October 13, 2014
<b>Dundee</b>	Samuel Charles	RN Applicant	Rayville, LA	Probation 5 yrs	(a)(2), (a)(4)	November 5, 2014
<b>Dunn</b>	Catherine Elaine Bell Elaine Steen Bell	L043287	Benton	Probation 3 yrs	(a)(4), (a)(6), (a)(9)	November 5, 2014
<b>Fuller</b>	Linda	R096433	Conway	Letter of Reprimand	(a)(1), (a)(2)	October 6, 2014
<b>Gross</b>	Kevin Reed	R096669, L036061	Charleston	Letter of Reprimand	(a)(1), (a)(2)	October 6, 2014
<b>Hardin</b>	Julie Anne Scott Jobb	R066287	Rogers	Voluntary Surrender		November 6, 2014
<b>Harris</b>	Ella Mae	L026923	Gainesville	Cease & Desist	(a)(6)	October 28, 2014
<b>Hester</b>	Angela Marie	PN Applicant	Melbourne	Probation 1 yr	(a)(2), (a)(4)	November 5, 2014
<b>Heyer</b>	Robin Gail	L028912	Van Buren	Suspended - 2 yrs Probation - 3 yrs	(a)(4), (a)(6)	November 6, 2014
<b>Holmes</b>	Kaitlin Ann	PN Applicant	Fayetteville	Probation 1 yr	(a)(2)	November 5, 2014
<b>Hughes</b>	Kimberly Dawn	R05200	Lowell	Probation status removed		October 13, 2014
<b>Hunt</b>	Virginia Leigh Crim- Hunt	L042525	Paragould	Suspended - 2 yrs Probation - 3 yrs	Terms of Probation	November 6, 2014
<b>Hurley</b>	Cindi Shaylyn	L046971	Lexington, KY	Voluntary Surrender		November 3, 2014
<b>Jackson</b>	Jo Lynn Hocott	R044283	Fayetteville	Revocation	(a)(2), (a)(4), (a)(6), (a)(9)	November 6, 2014
<b>Jackson</b>	Laura Margaret Hendricks	L045061	Fayetteville	Voluntary Surrender		November 3, 2014

	Name	License #	City	Action	Violation	Effective Date
<b>Kincaid</b>	Michelle Lea	TX LVN # 233205	Campton, KY	Cease & Desist	(a)(6)	October 28, 2014
<b>Logan</b>	Mary Katherine	R051199	Little Rock	Voluntary Surrender		November 5, 2014
<b>Lowe</b>	Dustie Jo	PN Applicant	Cherokee Village	Probation 1 yr	(a)(2)	November 5, 2014
<b>Miller</b>	Crystal Ann Wagener	R069081	Van Buren	Letter of Reprimand	(a)(1), (a)(2), (a)(6)	October 13, 2014
<b>Moore</b>	Tanja Jasmin	R072470	Sherwood	Probation 3 yrs	(a)(2), (a)(4), (a)(6)	November 5, 2014
<b>Moyers</b>	Erica Lynn Slavens	R081509	Bella Vista	Probation status removed		October 13, 2014
<b>Novak</b>	Cynthia Ann Persinger	R050012, L025331	Alameda, CA	Voluntary Surrender		October 13, 2014
<b>Pitts</b>	Teresa Kay	L052652	Mountain View	Suspension - 2 yrs. Probation - 2 yrs	Terms of Probation	November 6, 2014
<b>Pullin</b>	Kristy	R096165	Lowell	Letter of Reprimand	(a)(1), (a)(2)	October 6, 2014
<b>Ramsey</b>	Brenda Darlene Edgar	R043036, L027848	Fayetteville	Probation 2 yrs	(a)(2), (a)(4), (a)(6)	November 5, 2014
<b>Rector</b>	Carl Lee	PN Applicant	Mountain View	Probation 1 yr	(a)(2), (a)(4)	November 5, 2014
<b>Shipman</b>	Bruce Allen	PN Applicant	Mountain View	Probation 1 yr	(a)(2), (a)(4)	November 5, 2014
<b>Smith</b>	Faith Marie Stansbery	L041095	Siloam Springs	Probation status removed		October 13, 2014
<b>Smith</b>	Lorri E.	R087498	Batesville	Letter of Reprimand	(a)(6)	October 13, 2014
<b>Smith</b>	Tiffany Cierra Nix	L049289	Cabot	Suspended - 1 yr Probation - 2 yrs	(a)(4), (a)(6)	November 6, 2014
<b>Stewart</b>	Lei Sheree	L053650	Texarkana	Probation 3 yrs	(a)(6)	November 5, 2014
<b>Thompson</b>	Travis L.	L052546	Springdale	Probation 2 yrs	(a)(6)	November 5, 2014
<b>Toler</b>	Danny Byron	R067972	Sherwood	Probation 2 yrs	Terms of Probation	November 5, 2014
<b>Vallery</b>	Samuel Todd	R096678	Conway	Letter of Reprimand	(a)(1), (a)(2)	October 6, 2014
<b>Ward</b>	Suzanne Elizabeth Stark	L052159	Muldrow	Probation 1 yr	(a)(6)	November 5, 2014
<b>Young</b>	Lisa Everett Everett- Monk Draggis	L043617	Star City	Letter of Reprimand	(a)(6)	November 3, 2014

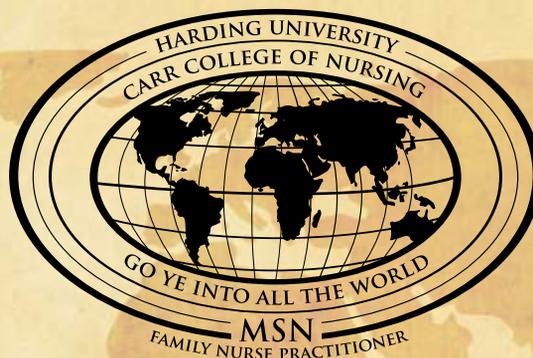
## Disciplinary Actions

## JANUARY 2015

	Name	License #	City	Action	Violation	Effective Date
<b>Adams</b>	Shanna Marie Wilkins Vought Nalley	R069552, L037966	Malvern	Voluntary Surrender		December 18, 2014
<b>Brown</b>	Tara Jean Brown Hamilton	L045535	Pocola, OK	Suspension - 2 years Probation - 3 years	(a)(6)	January 7, 2015
<b>Burr</b>	Alisha Gale	L048043	Mena	Voluntary Surrender		December 30, 2014
<b>Butler</b>	Tomi Ann Gee	C001061, R053760	Hurricane, WV	Cease and Desist	(a)(6)	January 6, 2015
<b>Cagle</b>	Zachary Wyatt	R076951	Austin	Probation - 4 years	(a)(4), (a)(6), (a)(9)	January 7, 2015
<b>Carlton</b>	Jennifer Lynn Hainline	R081448, L038272	Gravette	Probation - 2 1/2 years	Terms of Probation	January 7, 2015
<b>Chunn</b>	Robbie Luke	R044878	Hot Springs	Probation - 1 1/2 years	Terms of Probation	January 7, 2015
<b>Collins</b>	Joshua Lee	L050216	Lafe	Voluntary Surrender		January 6, 2015

	Name	License #	City	Action	Violation	Effective Date
<b>Darnell</b>	Taya Leann Boughman Cosey	R070538	Fayetteville	Probation Status Removed		December 11, 2014
<b>Devore</b>	Karen Jean Audlehelm Rhodes	L034723	Rogers	Probation - 1 year	(a)(1), (a)(6)	January 7, 2015
<b>Dillinger</b>	Jessica Marie Nealy	L052003	Beebe	LOR w/Stipulations	(a)(6)	October 27, 2014
<b>Douglas</b>	Latina Evonne Rogers	L032557	Lavaca	Probation Status Removed		November 17, 2014
<b>Duvall</b>	Leah Ann Ashley	R064555, L032456	Tuckerman	Voluntary Surrender		December 3, 2014
<b>Glenn</b>	Douglas	L054876	Cabot	Probation Status Removed		November 17, 2014
<b>Hamilton</b>	Margie Theresa	R032467	Fort Smith	Probation - 2 years	(a)(1), (a)(2), (a)(6), (a)(7)	January 7, 2015
<b>Hannaman</b>	Jennifer Ann	R068495, L036559	Memphis, TN	Probation- 5 years	(a)(1), (a)(2), (a)(4), (a)(6)	January 7, 2015
<b>Hill</b>	Terry Rene Eason	R037998, L023871	Rudy	Probation - 1 year	(a)(6), (a)(9)	January 7, 2015
<b>Holt</b>	Amanda J. Catt Rodgers	L027640	Marion	Reinstatement		November 10, 2014
<b>Hunter</b>	Jacqueline Kay Miller Clark	L042655	Rison	Reinstatement		November 20, 2014
<b>Irons</b>	Darla Renee Irons Walters	L041989	Oden	LOR w/Stipulations	(a)(6)	November 12, 2014
<b>Ivory</b>	Larissa Jane Michelle	R083183, L039545	Jacksonville	Probation - 3 years	(a)(2), (a)(4), (a)(6)	January 7, 2015
<b>Johnson</b>	Billie Earlene	L050944	Bismarck	Suspension - 2 years Probation - 3 years	(a)(4), (a)(6)	January 7, 2015
<b>Johnson</b>	Olivia Kristine	L050460	Jacksonville	Voluntary Surrender		December 3, 2014
<b>Jones</b>	Candace Lane Conley	R082990, L043986	Searcy	Probation Status Removed		November 17, 2014
<b>Kuykendall</b>	Eric Glen	L049113	Dierks	Voluntary Surrender		November 10, 2014
<b>Lansdale</b>	Kelly Ann Poll	R070064	Marianna	Probation - 5 years	(a)(4), (a)(6), (a)(7), (a)(8)	January 7, 2015
<b>Laughlin</b>	Paula Jean Lunsford	L044847	Conway	Voluntary Surrender		November 14, 2014
<b>Mast</b>	Michelle Lynn	R072294, L042024	Springdale	Voluntary Surrender		December 11, 2014
<b>Moore</b>	Yakisha Evon	L048303	Hot Springs	LOR w/Stipulations	(a)(1), (a)(6)	November 12, 2014
<b>Northrup</b>	Michelle Lee	R094297	Lansing, MI	Suspension	(a)(4), (a)(7)	January 7, 2015
<b>Ocain</b>	Corrie Fletcher	R091544, L048049	Lonoke	Probation - 5 years	(a)(4), (a)(6)	January 7, 2015
<b>Radford</b>	Cassandra Evette White Brazil	L039079	Little Rock	Probation Status Removed		December 11, 2014
<b>Reed</b>	Deanna Carol	R088313	Cabot	Probation - 2 years	(a)(6), (a)(9)	January 7, 2015
<b>Rosson</b>	Leann Marie	L052148	Ozark	Voluntary Surrender		December 18, 2014
<b>Schwartz</b>	Carri Marie Jeffers Schwartz McCain	R066257	Fayetteville	Probation Status Removed		November 17, 2014
<b>Scroggins</b>	Nena Marie Maynard	L022569	Cleveland	Voluntary Surrender		November 5, 2014
<b>Scudder</b>	Candace Dawn	R092706, L051016	Fisher	Voluntary Surrender		November 10, 2014
<b>Shannon</b>	Christina Renea Sefers	R054183	Harrisburg	Suspension 2 years Probation 3 years	(a)(4), (a)(6)	January 7, 2015
<b>Shrider</b>	Gentry Tyran	R087042	Little Rock	Voluntary Surrender		December 29, 2014
<b>Siebenmorgan</b>	Miranda Dawn	R077558	Alma	Probation - 1 year	(a)(6)	January 7, 2015

	Name	License #	City	Action	Violation	Effective Date
<b>Smith</b>	Nathan Joseph	R094806	Little Rock	Probation Status Removed		November 17, 2014
<b>Stovall</b>	James Allen	R043993	Bentonville	LOR	(a)(1), (a)(2), (a)(6), (a)(7)	December 10, 2014
<b>Stroud</b>	Jeffery O'Neal	L040900	Paragould	Probation - 3 years	(a)(4), (a)(6)	January 7, 2015
<b>Summit</b>	Jennifer Reagan Perry	R086299	Bryant	Probation - 1 year	(a)(6)	January 7, 2015
<b>Tatum</b>	Theresa Lee	R088152, L048401	Jonesboro	Voluntary Surrender		December 10, 2014
<b>Throckmorton</b>	Kathleen Long	L033985	El Dorado	LOR w/Stipulations	(a)(6)	November 12, 2014
<b>Valencia</b>	Jayne Allison	PN Applicant	Bradford	Probation - 1 year	(a)(2), (a)(4)	
<b>Walthall</b>	Gerald Wayne	R085428	Camden	LOR w/Stipulations	(a)(6)	November 25, 2014
<b>Washington</b>	Georgina Genal Laney	R054436	Little Rock	Probation Status Removed		December 10, 2014
<b>Weatherford</b>	Sheelah Carolyn	R079206	Conway	Probation - 3 years	(a)(4), (a)(6)	January 7, 2015
<b>Williamson</b>	Taja D. Carter	R089122	Story	Suspension - 6 months Probation 2 years	Terms of Probation	January 7, 2015
<b>Wright</b>	Cassandra Kaye	R087385	Benton	Voluntary Surrender		December 11, 2014
<b>Young</b>	Laura Anne	R088437	Rogers	Voluntary Surrender		November 14, 2014



Harding University Carr College of Nursing is now accepting applications for the  
**ONLINE FAMILY NURSE PRACTITIONER PROGRAM.**  
 (Master of Science in Nursing)

- Fall 2015 admission
- Full- and part-time options available
- Presented in a hybrid format (*primarily online with required on-campus attendance three times a year*)

For more information, please contact  
 Dr. Dona Clarin, FNP Program Director  
 at 501-279-4859.

[www.harding.edu/nursing](http://www.harding.edu/nursing)



**Arkansas  
BlueCross BlueShield**  
An Independent Licensee of the Blue Cross and Blue Shield Association

**OPENINGS:**  
**GERIATRIC CASE MANAGER**  
(Geriatric experience)  
**RN CARE CASE MANAGER**  
(Oncology experience)

We offer an excellent benefit package and competitive salary. To view position descriptions and complete an application please visit our website.

[www.arkansasbluecross.com](http://www.arkansasbluecross.com)

**Arkansas Blue Cross  
Blue Shield**  
*Caring for your future*

**Minimum Job Requirements**

1. Arkansas Registered Nurse license and in good standing with at least 3 years of clinical practice experience.
2. CCM Certification required. If certification not obtained prior to employment, must be eligible to sit for exam by the second year of employment.
3. A bachelors (or higher) degree in a health related field preferred.
4. Experience in case management, home health, critical care, medical/surgical, social work, discharge planning or concurrent review.
5. Marketing experience preferred.
6. Prefer supervisor/management experience.

**ARKANSAS DEPARTMENT OF  
HUMAN SERVICES**

**HIRING GREAT NURSES**

- LPNs
- LPN Supervisors
- RNs
- RN Supervisors
- Plus Many More!

**APPLY ONLINE AT**

[AR-DHSJobs.com](http://AR-DHSJobs.com)

EOE/AA /ARDHSJobs



[www.northmetromed.com](http://www.northmetromed.com)

501-985-7249

Amy Arnone, Recruiter

Now hiring dedicated, compassionate nurses to join our team of caregivers

**RNs: Surgical, Med/Surg, ICU & ER**

**LPNs: Wound Care, Med/Surg, Psych**

**Nursing Board Issues?**

Call an attorney with  
Nursing Board experience...

Darren O'Quinn

800-455-0581

[www.DarrenOQuinn.com](http://www.DarrenOQuinn.com)

**The Law Offices of Darren O'Quinn**  
415 North McKinley Street, Suite 1000  
Little Rock, Arkansas 72205

**Love The Way You Look**

**VALENTINE'S DAY  
GIFT CERTIFICATES  
AVAILABLE**

Alicia Bradley  
Dr. Yee Patient

**Procedures:**  
Breast Augmentation  
Rhinoplasty

**DR. SUZANNE YEE**  
Cosmetic & Laser Surgery Center

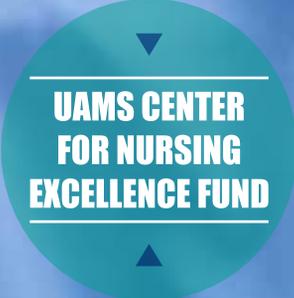
Triple Board Certified

Phone 501.224.1044 / Toll Free 866.831.1044  
12600 Cantrell Road / [drsuzanneyee.com](http://drsuzanneyee.com)

**StuNurse**.com  
education/employment

# STRUCTURAL EMPOWERMENT

# Magnet Principles are Working at UAMS



UAMS CENTER  
FOR NURSING  
EXCELLENCE FUND

**The UAMS Clinical Programs Center for Nursing Excellence (CNE) was established in 2009 to provide the framework and structure necessary to achieve a professional nursing environment.** In order to take these programs to the “next level,” the CNE Fund was established in 2013. This fund can provide support for many areas where resources are limited, such as:

- Fees associated with completion of a nursing degree
- Continuing education opportunities (including travel to national conferences and workshops)
- The promotion of clinical research and evidence-based practice projects
- Memberships in professional organizations
- Review courses required for national certification
- Nursing recognition (such as the Nurse Remembrance Program and annual nursing awards)

*And much, much more...*

**Through generous donations** from community organizations like the **Olds Foundation** and the **Smith Holloway Patton Foundation** – as well as contributions made by many UAMS employees – the CNE Fund is well on its way to broadening the level of support for our nurses. This, in turn, benefits our patients in ways that no other facility in the area can.

**To learn more about the CNE Fund, contact:**

[centerfornursingexcellence@uams.edu](mailto:centerfornursingexcellence@uams.edu)

**To donate, visit:**

[www.giving.uams.edu/MedCenterGiving](http://www.giving.uams.edu/MedCenterGiving)

**UAMS**  
MEDICAL  
CENTER

UNIVERSITY OF ARKANSAS  
FOR MEDICAL SCIENCES

Where Nursing *Lives*



(501) 686-5691

Arkansas State Board of Nursing  
University Tower Building  
1123 S. University, Suite 800  
Little Rock, AR 72204

PRESORTED STANDARD  
U.S. POSTAGE PAID  
LITTLE ROCK, AR  
PERMIT NO. 1884

Where Care Comes To Life



# 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

Tina McDaniel, RN



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

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

If you're considering a career in nursing, the JRMC School of Nursing is now offering an Associates of Applied Science in Nursing degree! For complete details, go to [www.jrmc.org/schoolofnursing](http://www.jrmc.org/schoolofnursing) or call 870-541-7850.



**JRMC**  
schoolofnursing

**JRMC**  
.org