



ASBN

Update

October 2014
Volume 18 Number 5

**NCLEX®
PASS
RATES**

**PRESCRIPTION
DRUG ABUSE
SERIES: PART II
UNDERSTANDING
THE DISEASE OF
ADDICTION**

**WHAT
TOPPINGS
CAN YOU
ADD?**

We set the standard



**We're hiring
experienced nurses!**

**Orthopaedics
Critical Care
Med-Surg
Surgery**

Day and night shifts available

If you'd like to be a part of an innovative, nationally recognized team of nurses, visit CHiStVincent.com/Nursing



First, CHI St. Vincent Infirmiry became the only Arkansas hospital ever to earn **Magnet® status** from the American Nurses Credentialing Center. Now, *U.S. News & World Report* has ranked CHI St. Vincent **the No. 1 hospital in the state for the second year in a row** and listed us as "high-performing" in five clinical specialties.

We were rated No. 1 and best in geriatrics, nephrology, neurology & neurosurgery, orthopaedics and urology.

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

If you'd like to be a part of an innovative, nationally recognized team of nurses, visit CHiStVincent.com/Nursing



Imagine better health.™

U.S. News & World Report and Magnet® recognitions relate to CHI St. Vincent Infirmiry; 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.

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
Clevesta Flannigan, LPN
Yolanda Green, LPN
Ramonda Housh, APRN
Terri Imus, RN
Tammy Mitchell, LPN
Cathleen Shultz, RN
Patricia Staggs, 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 70

C o n t e n t s

Executive Director's Message • 4

President's Message • 6

Board Business • 7

Staff Directory • 8

Prescription Drug Abuse Series: Part II
Understanding the Disease of Addiction • 10

What Toppings Can You Add? • 13

Pertussis Increase Prompts Additional
Immunization Requirements • 14

2014 NCLEX® Regional Workshop • 16

NCLEX® Pass Rates • 18

ASBN Accounting - Ensuring
Your Fees Are Used Responsibly • 20

Disciplinary Actions • 25

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

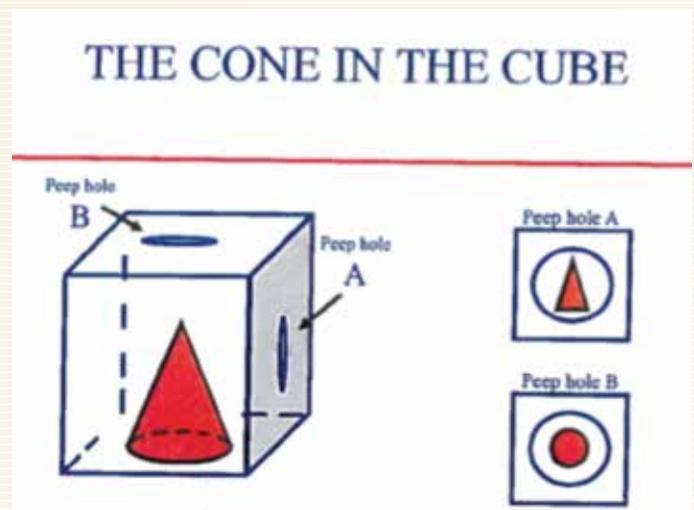




The Cone in the Cube

I just returned from the National Council of State Boards of Nursing's annual meeting. It was a week packed with meetings and learning opportunities. There were several great speakers during the week, but the presentation by Dr. Leonard Marcus was very timely for me. Dr. Marcus is the director of the Program for Health Care Negotiation and Conflict Resolution and the co-director of the National Preparedness Leadership Initiative. He also teaches at the Harvard School of Public Health and has worked with first responders after major catastrophic events such as 9-11, Hurricane Katrina and the Boston marathon bombing. He spent the morning talking to the attendees about leadership, and it wasn't the usual boring information we have all heard so many times. There isn't space in this article to discuss his theory of "Meta-Leadership," so I suggest you read one of his books or published articles.

One section of his presentation was about our perception of the world. We are all, including myself, so sure the way we see an issue is the correct way and wonder how others can see it differently. Dr. Marcus used the analogy of the cone in the cube to illustrate how we can all look at the same thing and see it completely differently. In the diagram above, a cone is placed inside a cube. If you cut a hole in the side of the cube (peep hole A) and looked at the cone, you would see a triangle. If you cut a hole in the top of the cube (peep hole B) and looked at the cone, you would see a circle. This simple concept illustrates how two people can look at the same thing, see it differently and be convinced their perception is the correct one.



There are many issues that we are presented with every day. The big one right now is health care reform. It has caused all of us to relook at how health care services are being delivered and the role of each level of provider. It has changed many aspects of health care and there are still many more to come. In order to create a system that works, it is vital that everyone work together for the common good and see the situation outside of their own little world. Leaders must let go of the notion that they are right and everyone else is wrong. The next time you are having one of those deep discussions, remember the cone in the cube. As George Eliot said, "It is a narrow mind which cannot look at a subject from various points of view."

Sue A. Tedford

I choose to be unstoppable.

"I'm always on the go. I have a to-do list longer than there is time to do it. The UAMS College of Nursing understood this and helped me advance my nursing career while still balancing my family and busy schedule. Now I'm still on the go, but I'm happier and really heading places!"  Brittany Beasley, BSN, RN

I choose UAMS.

If you are a licensed registered nurse and want to advance your nursing career, we can help with online RN to BSN and RN to Master's programs designed to fit your busy work schedule and lifestyle, no matter where you live.

www.nursing.uams.edu

UAMS[®]
COLLEGE OF
NURSING
UNIVERSITY OF ARKANSAS
FOR MEDICAL SCIENCES



ARE YOU A GOOD NURSE MANAGER?

First, I would like to thank the ASBN board members, staff and all the nurses in Arkansas for allowing me to serve as your board president the past two years. It has been rewarding and challenging at times, but I have enjoyed every minute of my service. It is now time to pass the gavel to another great leader. I will continue to serve on the board until my second term has expired, and who knows, you may see me again as your president. For now, I must devote more time to my primary job, which is to lead my staff members as their manager. Also, I hope I am the nurse manager they continue to work for and with.

A nurse manager, formerly called a head nurse, is responsible for the clinical and administrative functions of a particular nursing unit, such as an Orthopedic unit or a Urology unit. A great nurse manager is an acknowledged leader; an advocate for her patients, staff, and hospital; a powerful agent for change; a respected member of the nursing administrative team; and a good fiscal manager. It's not easy to balance the competing demands of patients, families, visitors, physicians, unit staff, and personnel from other departments, but an effective nurse manager is flexible and organized enough to address everyone's needs in a systematic way.

Today's nurse manager has one of the most difficult jobs in health care. Managers need to know how to manage budgets, deliver presentations, and should have sharp communication skills coupled with negotiating abilities. The manager must have clinical expertise and experience in the areas they supervise. As a manager, you might be expected to carry a patient load, either on a regular basis or when the patient census is exceptionally high. You will need to understand how hard it is to take care of patients with different diagnoses. Sometimes, you will have to ask clinical questions or explain to a family member about a procedure when they are unsure.

A good nurse manager must be able to talk with everyone on the unit in the way each person understands. You will need to be able to speak to physicians, administrative staff, PCTs, nurses and even the environmental staff. You must be able to negotiate and communicate with groups of people. As a nurse manager, being able to negotiate between administration and individual nurses will greatly increase your effectiveness. When managers are effective, there is a lot less nurse turnover.

I have been told there are 10 traits you must have to be an effective manager:

Top 10 traits of effective nurse managers

10. They inspire their team and lead by example.
9. They still really enjoy working on the floor and caring for patients.
8. They're flexible about your time off.
7. When the shift gets busy, they'll jump right in!
6. They're great listeners. They even pull you aside to work through what's irritating you, and when you leave their office, you feel ready to get on with the day!
5. They are strong, stable and compassionate.
4. They know how to take charge, and they know how to handle it!
3. They don't use "medical language" to talk over a person's head.
2. They meet the needs of the patient just like an RN, LPN or PCT.
1. The patients don't even know they're the manager unless they're told.

I sincerely hope I carry these qualities. I have a wonderful staff, and we work as a team in order to provide the best quality care for our patients.

Board Business

President Karen Holcomb presided over the hearings held on September 11 and the business meeting held on September 12. Highlights of Board actions are as follows:

- Granted Continued Full Approval to:
 - o Pulaski Technical College Practical Nurse Program until the year 2019
 - o Rich Mountain Community College Practical Nurse Program until the year 2019
 - o University of Arkansas Community College at Hope Practical Nurse Program until the year 2019
 - o Jefferson Regional Medical Center School of Nursing Diploma in nursing program until the year 2019
 - o University of Arkansas for Medical Sciences College of Nursing Baccalaureate degree in nursing program until the year 2019
 - o Baptist Health Schools- Little Rock Practical Nursing program until the year 2019
- Approved the curriculum revision for:
 - o Arkansas State University- Newport Practical Nurse Program effective immediately
 - o College of the Ouachitas Practical Nurse Program effective immediately
 - o University of Arkansas Cossatot Practical Nurse Program effective immediately
- Granted Initial Approval to the John Brown University Baccalaureate of Science degree in nursing program
- Granted Prerequisite Approval for the Southeast Arkansas College Online LPN to Associate degree in nursing program
- Granted Conditional Approval for the Arkansas Northeastern College ADN program until two consecutive years of an above 75 percent pass rate is achieved or until the Board withdraws approval status for noncompliance with the Education Standards
- Approved changing the Board Composition to the following:
 - o 2- Advanced Practice Registered Nurses (APRN's), at least one with Prescriptive Authority;
 - o 2- Consumer Representatives, one representing the older population;
 - o 1- At Large licensed nurse;
 - o 3- Licensed Practical Nurses (LPN's)/Licensed Practical Technical Nurses (LPTN's), at least one with 3 years of experience in a long term care setting;
 - o 5- Registered Nurses (RN's) with the following educational qualifications:
 - o 1 Diploma, 2 Associates Degree, and 2 with a BSN or higher).
 - o At least one of the licensed nurses shall be a nursing program educator.
- Approved updates to Position Statement 94-1, IV Moderate Sedation
- Elected the following Board officers for 2014–2015:
 - o President: Shela Upshaw, RN
 - o Vice-President: Tammy Mitchell, LPN
 - o Secretary: Terri Imus, RN
 - o Treasurer: Sandra Priebe, RN

2014-2015 BOARD DATES

October 8	Hearings
October 9	Hearings
November 5	Hearings
November 6	Hearings
January 7	Hearings
January 8	Business Meeting
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

Sydni Williams
Administrative Specialist II

DISCIPLINE & PRACTICE

Deborah Jones, RN,
MNSc, - ASBN Assistant
Director

Debra Garrett, MNSc,
APRN, ASBN Program
Coordinator

David Roberson
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	L016658
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: Cathleen Schultz, RN; Clevesta Flannigan, LPN; Ramonda Housh, APRN; Cynthia Burroughs, Consumer Rep.; Shela Upshaw, RN, President; Tammy Mitchell, LPN, Vice President; Sandra Priebe, RN, Treasurer; Patricia Staggs, LPN; Terri Imus, RN, Secretary, Seated, L to R: Gladwin Connell, Rep. of the Older Population; Richard Spivey, LPN; Karen Holcomb, RN, Doris Scroggin, RN

Congratulations to Yolanda Green on being appointed by Gov. Beebe to the Arkansas State Board of Nursing. Green is a licensed practical nurse from Jacksonville and replaces Richard Spivey.



10th Annual NURSING EXPO Celebration

Over the past 10 years Publishing Concepts events have raised over \$250,000 in Nursing Scholarships!

Our Biggest Ever!
ONE DAY ONLY!

SATURDAY DEC. 6, 2014

Metroplex Event Center - Little Rock • 9am till 3pm
I-430 & Col. Glenn Road • 10800 Colonel Glenn Rd, Little Rock 72204

Nursing • Jobs • Education • Healthcare • Allied Health and More!



FREE ADMISSION and RESUME REVIEW!

Looking for a career change? High school grad looking for a school? Nurse or student Nurse looking for the perfect opportunity? **Well, here it is...**

DON'T MISS THIS EXPO! It's the single largest gathering of healthcare providers, educators and recruiters ever assembled, in one place, at one time, in this entire region!

PRESENTED BY:



CO-SPONSORED BY:



Recruiters & Representatives from:

All About Staffing
Amedisys Home Health
Arkansas Childrens Hospital
Arkansas Department of Health
Arkansas Heart Hospital
Arkansas Tech University
Arkansas Nursing Student Association

Arkansas Nurses Association
Arkansas State Board of Nursing
ASU College of Nursing at Jonesboro
Baptist Health Schools
Briarwood Nursing and Rehab
Central Arkansas Veterans Healthcare
CHI St Vincent
Community Health Centers of

Arkansas
Conway Regional
DaVita
DHHS
Eleanor Mann School of Nursing
Harding University
Henderson State University
Hillcrest Healthcare System
Hurst Review
K-Cardiopelmobile

MedLinc CNA School & Staffing
Mercy Hospital
Natural State Health Center
PHILLIPS Community College
Pinnacle Pointe Hospital
Pulaski Technical College
Remington College
The Right Solutions
The University of Arkansas/Global Campus

UALR School of Nursing
UAMS
UCA
US Army Medical Recruiting
Visiting Nurse Association of Arkansas
Walden University
White County Medical Center and many more....

All proceeds from this event benefit nursing & nursing scholarships.

FOR INFORMATION CALL SUZANNE AT 221-9986 ext. 101



PRESCRIPTION DRUG ABUSE SERIES: PART II

Understanding the Disease of Addiction

“The disease of chemical dependency can be traced to neural pathways in the brain predating a diagnosis of addiction. A genetic predisposition alone is not enough to predict addiction. Typically, psychological and social influences drive the person to use the addicting substances, and the combination of genetic predisposition and these influences trigger the disease. Chemically dependent nurses are susceptible to the scrutiny of boards of authority if their addiction affects the workplace.” (Bettinardi-Angres & Angres, 2012)

A percentage of the population has a biogenetic predisposition to chemical and addictive behaviors. Early-life traumatic experiences, such as isolation or abuse, can contribute to the predisposition. A genetic predisposition alone is generally not enough to cause addiction, but when influenced by societal factors (peers/environment/family) and psychological issues (history of trauma, physical/sexual abuse), a dual diagnosis can evolve. A common dual diagnosis for addicts and alcoholics is anxiety disorder. Both diagnoses must be treated fully and equally; however, providers should be cautious when treating a patient with a dual diagnosis of addiction and anxiety – for example, treating anxiety disorder with benzodiazepines could fuel the addiction.

Other interesting research reports that a nurse’s specialty or area of practice can increase the likelihood of substance abuse. For example, prevalence is higher among emergency department and psychiatric nurses. Oncology and administrative nurses were more likely to consume five or more alcoholic drinks per occasion (Anderson, 2004). Because women make up 91.1 percent of RNs (U.S. Dept. of Labor, 2010), it is worth reporting how addiction affects women versus men. Women get sick faster and have a more virulent course of addiction and intense reaction, likely because of their typically smaller size. Women are more likely to associate the onset of

substance abuse with a stressful life event or trauma, resulting in anxiety and depression (Blume, 1998; Goldberg, 1995).

Substance abuse disorder encompasses a pattern of behaviors that range from misuse to dependency or addiction, whether it is alcohol, prescription drugs, or illegal drugs. Addiction is a complex disease with serious emotional, physical,

financial, and legal consequences. Chemical, mind-altering substances result in long-lasting changes to the brain, which is why addiction is a chronic and relapsing brain disease. Reward is the term neuroscience uses to describe experiences that bear repeating, such as pleasure or relief from some discomfort. Neurotransmitters, such as dopamine and beta-endorphins, facili-



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
or fax to 479-494-5751**

tate communication to the reward center. For addicts, the reward pathway has been shifted to the substance (drug/alcohol) instead of the neurotransmitters, which leads the brain to depend on outside chemicals for reward. Addicts are trapped in a system of drug acquisition and consistent reward patterns.

The Human Genome Project is contributing to the understanding of the role of genetics in addiction (especially to alcohol). People with an exaggerated response to alcohol and opiates may have a low beta-endorphin level. The stronger urge for an alcoholic to drink may be related to the G-allele that predisposes people to drug abuse in general (Gianoulakis, Krishnan, & Thavundayil, 1996).

Addicts often report taking their prescribed drugs per provider orders but continue to take them even after their injury or disease process is resolved. Because

they were taking the drugs as prescribed and the fact that the drugs are prescription drugs (not "street" drugs), they don't realize they have a problem stopping the drug until they are already addicted. Prescription drugs can be a miracle for many, but misuse and abuse can have dire consequences.

Drug abuse and dependence is a disease, not a character defect. Many people still view addiction as a moral failure or lack of will power. Many nurses and patients deny they have a problem while others experience shame and guilt. Some choose to remain silent, even when they know they are addicted, which can jeopardize their own safety as well as the safety of their patients and others.

According to the National Center for Health Statistics, 38,329 people died of drug overdoses in the United States in 2010; of this total, 22,000 (57 percent) involved prescription drugs. Three-quarters

of the opioids involved included OxyContin and Percocet. Per the DEA, the "circle of addiction" begins with hydrocodone and progresses to oxycodone, then heroin. Last year, the DEA seized 3.3 tons of heroin. According to the Johns Hopkins Center for Injury Research and Policy, 50 Americans die each day from prescription drug overdoses and more than 6 million suffer from prescription drug abuse disorders.

As health care professionals, it is important to recognize the signs of drug-seeking and addictive behavior not only in our patients, but our coworkers as well. Often, addicts do not realize a change in their own behavior or work productivity, so it is left up to their coworkers, friends, and family to pick up on these changes. In the December 2014 issue of the *ASBN Update*, we will discuss drug-seeking behaviors and tools addicts use to obtain their drugs of choice.

INCREASE YOUR OPPORTUNITIES

IN THE
RN TO BSN NURSING PROGRAM

COMING JANUARY 2015

For additional information:
(870) 575-8222 or (870) 575-7076



UNIVERSITY
of **ARKANSAS**
AT PINE BLUFF
1873



Earn a Credential That's in Demand Nationwide

MSN

MASTER OF SCIENCE
IN NURSING (MSN)

DNP

DOCTOR OF NURSING
PRACTICE (DNP)

PhD

PHD IN NURSING SCIENCE
*clinical interventions,
health services research*

- "Top 15" ranked nursing school
- Practice specialties for all interests
- State-of-the-art nursing informatics and facilities
- Community of scholars with broad faculty expertise
- Distance learning opportunities
- Seamless BSN entry- MSN-DNP option

LEARN MORE.
APPLY TODAY:
nursing.vanderbilt.edu



Connect with us:



SCHOOL OF NURSING
VANDERBILT UNIVERSITY

TEACHING | PRACTICE | RESEARCH | INFORMATICS





Susan Erickson, RN, MNSc, BC-NA, CHCR

Recruitment / Retention Officer

University of Arkansas for Medical Sciences

WHAT TOPPINGS CAN YOU ADD?



I associate new graduates (NG) to an ice cream sundae. Each one is fresh out of nursing school, preparing to take the NCLEX® and ready to begin a career in nursing. All share these same similarities. However, I always anticipate what ‘toppings’ each NG will add to his or her application in an effort to stand out, to be selected for an interview and to hopefully be hired.

Depending upon your location, competition varies not only from state to state but city to city. At the University of Arkansas for Medical Sciences Medical Center (UAMS), Nurse Recruitment received approximately 368 NG applications in the summer of 2013 but only 41 NG were hired. This ratio of 1:9, applicants to NG hires speaks volumes.

I encourage new graduates to take the opportunity to highlight their ‘toppings’ in the resume and cover letter. Education, clinical rotations, work history/skill sets and community involvement are a few examples. Having a BSN is a plus as employers strive to attain the Institute of Medicine’s (IOM) recommendation to have 80 percent of nurses prepared at the BSN level by the year 2020 (IOM, 2010).

Selecting an interview area based on a similar experience during a clinical rotation should be noted. If the NG did not work in a health related job, what skill set/s did the NG achieve that can be utilized in any setting, re-

gardless of title? And don’t forget to showcase the NG’s work/life balance by pointing out community, organizations or volunteer efforts and participation.

Cover letters can also be an impressive ‘topping’ but should be short, direct and no longer than three paragraphs. Each paragraph should address the why, what and how the NG can contribute to the organization. For example, if new graduates don’t know why they desire to work for UAMS; what is the mission of UAMS; or what strengths they can bring to the team, don’t waste the time to submit.

NGs get so excited they sometimes forget to read the minimum requirements for each position. NGs should select ‘key words’ from each posting to be highlighted in the application’s work history. NGs need to be cognizant that most interviewers are aware of the number of positions NGs apply for. Focus on your top three choices.

Do not become discouraged if you are not selected; be steadfast and continue to apply until you find the right fit or are willing to gain experience by taking a position that is not your first choice. The goal is for the NG to be employed; to obtain experience; and to continue up the career path to the desired outcome/s. Remember to think about what ‘toppings’ you will add to your ice cream sundae, i.e., hot fudge, whipped cream, nuts

or a cherry on top!

Here are a few other tips from Arkansas recruiters:

- “Be truthful. Most employers will conduct a thorough background check including criminal activities. If the NG lied on the application, the NG will not be considered for any position for up to a year.” Kristy Fritz, HR Coordinator, St. Vincent Health System
- “Presentation is everything – from your first phone call with a recruiter to the application, resume, interview attire, eye contact, etc. Be sure you present yourself professionally and put your best foot forward!” Michelle Odom, Director of Recruitment/Retention, Arkansas Children’s Hospital
- “Someone is always observing. Whether you work “P” shift on Saturday or “D” shift during clinical rotations, staff notices and shares observations. Take every opportunity to impress and network.”

References:

1. Institute of Medicine. (October 5, 2010). The future of nursing: Leading change, advancing health.
2. National Student Nurses Association. Realities of the current job market. www.nсна.org/careergateway.

PERTUSSIS INCREASE PROMPTS ADDITIONAL IMMUNIZATION REQUIREMENTS

The Arkansas State Board of Health recently mandated new immunization requirements for all public and private students for the 2014-2015 school year. The new requirements follow recommendations of the Centers for Disease Control and Prevention's (CDC) Advisory Committee on Immunization Practices (ACIP).

As crucial members of the health care profession, nurses play an important role in educating patients and their families, and administering necessary immunizations. With regard to major changes in Arkansas law, it is imperative that nursing professionals be aware of those changes to ensure patients are offered and receive required immunizations.

The Arkansas law went into effect September 1, 2014, and parents and guardians have until October 1, 2014, to show proof to the school that his or her child has obtained the required vaccines. If documentation is not provided by October 1, the student will be excluded from school and not allowed to re-enter until documentation is provided.

The most significant change to the requirements was made to better protect Arkansas school children in the age groups with the highest rates of pertussis (whooping cough). Pertussis cases in Arkansas have increased substantially from 80 cases in 2011 to 466 in 2013. Pertussis is a potentially life-threatening, highly contagious, bacterial disease. It can cause uncontrollable, violent coughing attacks, making it laborious to breathe.

The new state requirements also include changes in meningococcal (MCV4), Hepatitis A, polio and varicella vaccines. A child may not be required to have the varicella vaccine

if a physician (not a parent) verifies that the child had chickenpox.

Parents registering children who are new to Arkansas public or private schools must provide his or her vaccine record prior to completing school registration and enrollment.

Returning students whose current immunizations are deficient (based on the vaccine requirements in place before additional state requirements were added) will be excluded from school on September 17, 2014.

In addition to the previous requirements (that include measles, mumps and rubella, and Hepatitis B vaccines) the new immunization requirements for public and private school students are listed below:

- Kindergarten and Grade 1: one Hepatitis A shot must be given on or after first birthday
- Kindergarten through Grade 12: a series of three polio shots; one shot must have been given on or after the fourth birthday
- Kindergarten through Grade 12: two varicella (chickenpox) shots; first dose after the first birthday (history of disease can be provided in lieu of getting the shot, but only if it is reported by a medical professional)
- Grades 1 through 12: at least three or four doses of:
 - Diphtheria/Tetanus/Acellular Pertussis (DTaP)
 - Diphtheria/Tetanus/Pertussis (DTP)
 - Diphtheria/Tetanus (DT-pediatric)
 - Tetanus/Diphtheria (Td-adult)
 - Tetanus/Diphtheria/Acellular Pertussis (Tdap)

One dose of Tdap for age 11 years and older (as of September 1) or three doses for unvaccinated persons age 7 years and older (including persons who cannot provide documentation of prior vaccination)

- Grade 7: one meningococcal (MCV4) vaccine
- Age 16: students turning age 16 on or before September 1 regardless of their grade will also need a meningococcal vaccine if they have not already had one. If they had one prior to turning 16, they will need a second one. Students turning age 16 years on or before September 1 will have until October 1 to meet this new requirement
- Pre-kindergarten, daycare and childcare facility attendees: In addition to the above requirements, children in childcare must have one or two Hepatitis A shots, depending on their age and one to four polio doses, depending on their age

Vaccines are also available at local health department offices. If the child does not have health insurance or the insurance does not pay for vaccines, the local health unit will immunize the child at no cost to parents.

The complete immunization requirements can be found on the Arkansas Department of Health's Rules & Regulations website at www.healthy.arkansas.gov/aboutADH/RulesRegs/ImmunizationRequirements.pdf

Changes in Arkansas law were also made in the immunization exemption requirements. Exemptions are granted for medical, philosophical or religious reasons. A parent or

guardian choosing not to have his or her child immunized must contact the Arkansas Department of Health's (ADH) Immunization Section (at 501-661-2169 or by email immunization.section@arkansas.gov) for an exemption application. Proof of exemption or exemption application is required before school starts. This is an annual requirement and the process is lengthy. The application must be reviewed and approved by the ADH before an exemption is granted. Previously, medical professionals could approve an exemption.

If there are reported cases of a vaccine-preventable communicable disease, students with an exemption may be excluded from school for up to 21 days, or until the ADH deems it is safe for the exempted student to return to school.

These requirements do not include all vaccines recommended by ACIP for children. For more information about recommended vaccines from the Centers for Disease Control and Prevention go to www.cdc.gov/vaccines/schedules/index.html



Trauma Emergency Center and patient tower now open.

Build your career here.

View our current openings at 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



**INTEGRATED CARE
PROFESSIONALS**

NOW HIRING NP's and APRN's IN AR, TN, MS AND TX.

Working with post-acute facilities in Arkansas, Mississippi, Tennessee and Texas and educational institutions in Tennessee, ICP is committed to providing a flexible and rewarding work environment for NP's and APRN's. ICP offers 4-day work weeks, competitive salaries, benefits, advanced technology (telemedicine and EMR handheld devices). Contact us today and let's get your career on this new and exciting path. ICP is an equal opportunity employer.

Integrated Care Professionals
501-791-0198 • www.icarepro.net



Arkansas Medical Staffing, LLC

"Caring Professionals by Your Side"

501-224-1010

Arkansas' **BEST** agency **NURSES** caring for the **GREATEST** families and facilities throughout Arkansas!

CALL US TODAY

Arkansas Medical Staffing, LLC
501-224-1010

THANK YOU to our Clients:

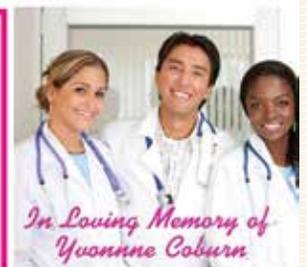
For allowing our nursing team to work with you when the need arises, and treating us like your staff family! We gratefully appreciate you!



As a Reminder:

Arkansas Medical Staffing cares about **ALL NURSES** in Arkansas, please take time out for yourself and do your monthly self breast exams and have your yearly mammogram!

WE care about you, and you and you!!!



*In Loving Memory of
Yvonne Coburn*

SCHEDULE

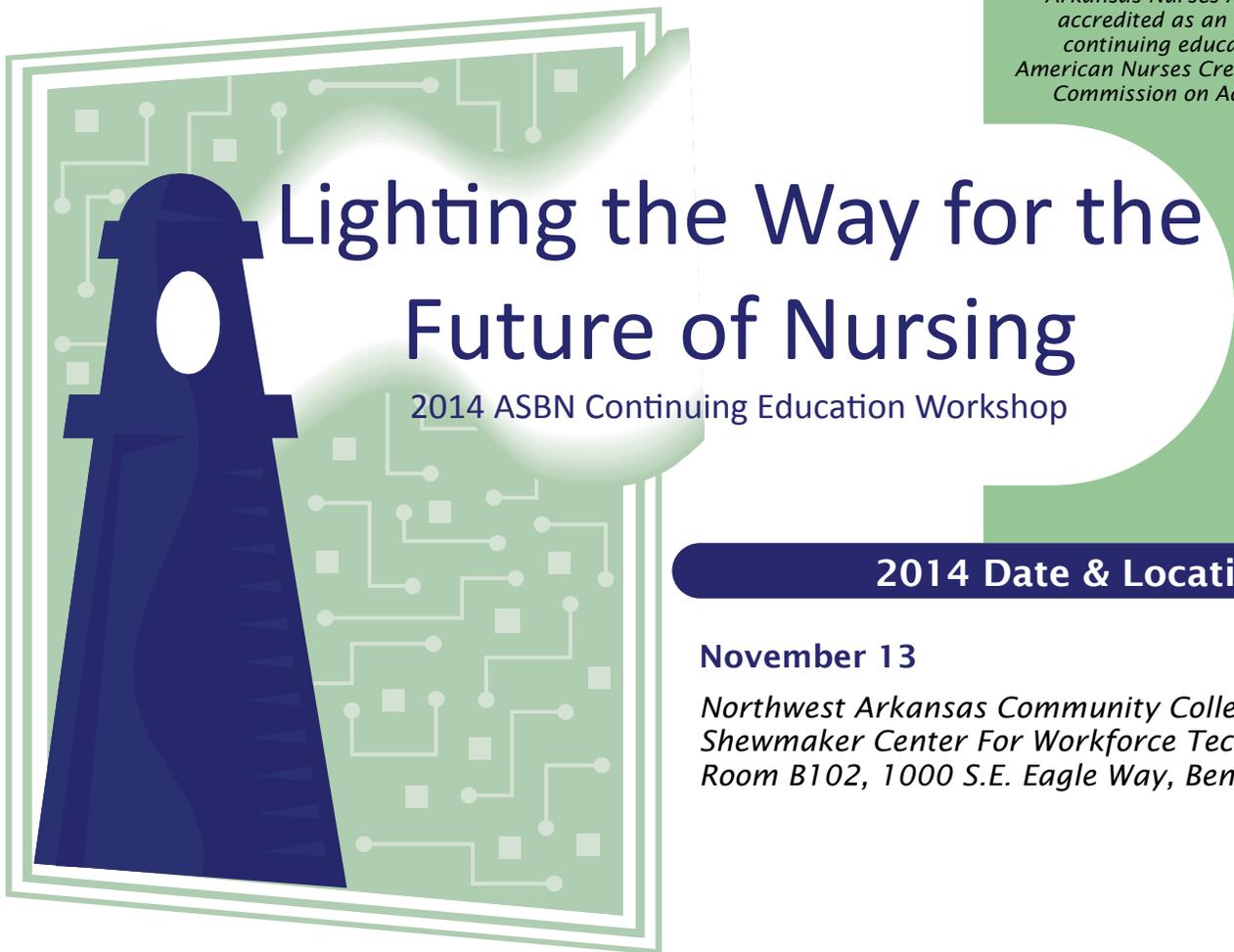
8:30 a.m.	ASBN 101
9:00 a.m.	Navigating Safely Through Social Media
10:00 a.m.	Break
10:15 a.m.	Swimming with the Sharks: Creating a Healthy Work Environment
11:00 a.m.	View From the Lighthouse: ASBN Perspective
12:00 noon	Lunch
12:45 p.m.	Avoiding the Rocky Shores: Issues of Liability
1:30 p.m.	"I'm Allergic to Tylenol, but Percocet Works Great!" Drug Diversion & Tools to Combat Drug Abuse
2:30 p.m.	Break
2:45 p.m.	Zapping Your Fear of NCLEX®

This continuing education sponsored by the Arkansas State Board of Nursing is awarded 6.0 contact hours. Participants who leave immediately prior to the NCLEX presentation will receive 5.0 contact hours. Email info@arsbn.org if you have questions.

Registration fee
\$45.00

Register online at
www.arsbn.org

This activity has been submitted to Arkansas Nurses Association for approval to award contact hours. Arkansas Nurses Association is accredited as an approver of continuing education by the American Nurses Credential Center's Commission on Accreditation.



Lighting the Way for the Future of Nursing

2014 ASBN Continuing Education Workshop

2014 Date & Location

November 13

Northwest Arkansas Community College,
Shewmaker Center For Workforce Technologies,
Room B102, 1000 S.E. Eagle Way, Bentonville

Registration Form

Mail completed registration form and \$45.00 registration fee (in-state check or money order) to ASBN, 1123 S. University, #800, Little Rock, AR 72204. Registration must be received one week prior to workshop.

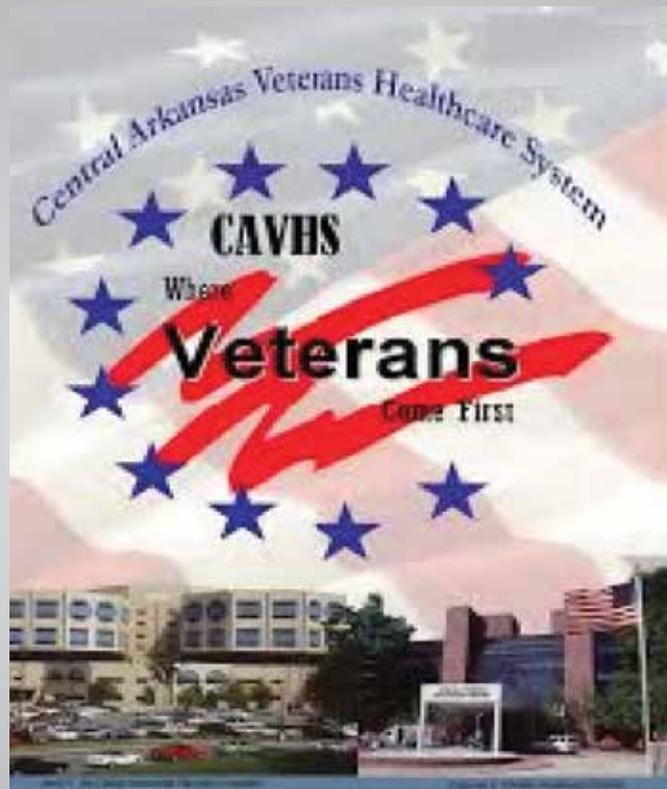
Check date you plan to attend: [] November 13

NAME _____ LICENSE NUMBER _____

CITY _____ ZIP _____ PHONE _____

Central Arkansas Veterans Healthcare System

We have a great opportunity for you to reach new heights in nursing excellence by joining our team of highly-qualified healthcare professionals who have an unwavering commitment to providing the best care for America's Heroes! Working with and for America's Veterans is a privilege and we pride ourselves on the quality of care we provide.



CAVHS offers an outstanding benefits package that includes:
Health/Life/Long-term Care Insurance
Federal Employee Retirement System
Generous Vacation Leave
Academic Education Programs

If you have what it takes please consider applying for one of our available positions online at www.usajobs.gov. Phone inquiries may be made at (501) 257-1748.

VA IS AN EQUAL OPPORTUNITY EMPLOYER

NCLEX® Pass Rates

Tammy Claussen, MSN, RN, CNE
ASBN Program Coordinator



The annual pass rate for the National Council Licensure Examination (NCLEX) is calculated based on a fiscal year (July 1- June 30) for each nursing program in Arkansas. The Arkansas State Board of Nursing (ASBN) Rules require that each program achieve at least a 75 percent annual pass rate. Programs that do not achieve this minimum standard must submit documentation to the ASBN analyzing all aspects of their program. The report must identify and analyze areas contributing to the low pass rate and include a resolution plan that must be implemented.

REGISTERED NURSE PROGRAMS

July 1, 2013 - June 30, 2014

PROGRAM	NUMBER TAKING	NUMBER PASSING	PERCENT PASSING
Arkansas Northeastern College – Blytheville	37	27	72.9
Arkansas Rural Nursing Education Consortium (ARNEC)	212	184	86.7
Arkansas State University – ADN	72	62	86.1
Arkansas State University - BSN	69	61	88.4
Arkansas State University – Mountain Home ADN	19	7	36.8
Arkansas Tech University - BSN	55	48	87.2
Arkansas Tech University – Ozark – ADN	21	18	85.7
Baptist Health School of Nursing	196	160	81.6
College of the Ouachitas	60	43	71.6
East Arkansas Community College	41	24	58.5
Harding University	33	31	93.9
Henderson State University	18	17	94.4
JRMC School of Nursing	33	23	69.7
National Park Community College	61	47	77
North Arkansas College	53	46	86.7
Northwest Arkansas Community College	97	78	80.4
Phillips Community College/U of A	27	18	66.6
Southeast Arkansas College	15	12	80
Southern Arkansas University – ADN	38	33	86.8
Southern Arkansas University – BSN	47	34	72.3
University of Arkansas at Fayetteville	167	139	83.2
University of Arkansas at Fort Smith – ADN	26	22	84.6
University of Arkansas at Fort Smith – BSN	70	62	88.5
University of Arkansas at Little Rock – ADN	127	115	90.5
University of Arkansas at Monticello – BSN	8	7	87.5
University of Arkansas at Monticello – ADN	8	7	87.5
U of A Community College – Batesville	67	55	82
University of Arkansas for Medical Sciences	96	91	94.7
University of Central Arkansas	51	41	80.3

PRACTICAL NURSE PROGRAMS

July 1, 2013 - June 30, 2014

PROGRAM	NUMBER TAKING	NUMBER PASSING	PERCENT PASSING
Arkansas Northeastern College – Burdette	38	36	94.7
Arkansas State University – Beebe	27	27	100
Arkansas State University – Mountain Home	29	25	86.2
Arkansas State University – Newport	21	19	90.4
Arkansas State University Newport Jonesboro Campus	49	45	91.8

PROGRAM	NUMBER TAKING	NUMBER PASSING	PERCENT PASSING
Arkansas Tech University – Ozark	36	34	94.4
Baptist Health School of Practical Nursing	139	130	93.5
Black River Technical College	37	37	100
College of the Ouachitas	68	62	91.1
Cossatot Technical College	41	40	97.5
Crowley’s Ridge Technical Institute	19	17	89.4
National Park Community College	41	39	95.1
North Arkansas College	33	33	100
Northwest Technical Institute	40	40	100
Ozarka Technical College	78	77	98.7
Phillips Community College U of A – Dewitt	11	10	90.9
Pulaski Technical College	32	32	100
Rich Mountain Community College	20	19	95
Southeast Arkansas College	10	9	90
SouthArk Community College	67	60	89.5
Southern Arkansas University – Technical	28	19	67.8
Univ. of AR Community College – Batesville	33	29	87.8
Univ. of AR Community College – Hope	34	28	82.3
Univ. of AR Community College – Morrilton	63	63	100
Univ. of AR at Fort Smith	15	14	93.3
Univ. of AR Monticello College of Technology – Crossett	10	10	100
Univ. of AR Monticello College of Technology – McGehee	9	9	100

CONGRATULATIONS TO NURSING PROGRAMS WITH 100 PERCENT NCLEX® PASS-RATES FOR 2014

Congratulations to the following programs for achieving a 100 percent pass-rate on the NCLEX-RN® and PN® exams for the fiscal year 2014:

Five Consecutive Years 2010 to 2014

Northwest Technical Institute – Springdale – PN

Two Consecutive Years 2013 to 2014

Arkansas State University – Beebe – PN

North Arkansas College – Harrison – PN

Pulaski Technical College – North Little Rock – PN

University of AR – Monticello College of Technology – Crossett – PN

First Year 2014

Black River Technical Collage – Pocahontas – PN

University of Arkansas Community College – Morrilton – PN

University of AR – Monticello College of Technology – McGehee - PN

Arkansas nursing programs did well on the NCLEX® exams during 2013-2014. Overall, the Arkansas RN programs averaged 82.8 percent, as compared to the national average for all RN programs of 82.5 percent. Arkansas PN programs averaged 93.8 percent, as compared to the national average for all PN programs of 84.1 percent. Congratulations to all Arkansas approved nursing programs for averaging above the national NCLEX® passing rate!



ASBN ACCOUNTING - ENSURING YOUR FEES ARE USED RESPONSIBLY

The Arkansas State Board of Nursing is a state agency. For this reason, there are many laws and regulations with which we must comply regarding the finances of the ASBN. The financial cycle consists of several parts:

1. The Strategic Plan – This is the first step in the financial cycle. Board members determine the direction of the ASBN. Since the state operates on a Biennial budget, the board members must be forward thinking. The ASBN must determine what needs to be accomplished in the next two years.
2. Budgeting – This step requires looking at the priorities set by the board members and determining how much money it will take to make it happen. This is similar to what we might do at home when we are trying to decide if we have enough to eat at the steakhouse in town this week, or should we stick to the burger place down the street. However, this is where the budgeting similarities end. Once we decide what we “can” do at home, we do it. But in state government, there are additional steps. The ASBN must submit the budget to the state Office of Budget. It must then be approved by the governor’s office and the legislature and ultimately become an ACT before any money can be spent. The budget of the state as a whole is considered at this level, so everything requested is not necessarily granted.
3. Implementation – The next part of the cycle is to implement the Board’s directives while staying within the



NEW RN RESIDENCY OPENINGS at Arkansas Children’s Hospital

Arkansas Children’s Hospital has partnered with Versant RN Residency to offer an 18-week comprehensive nursing residency program to ACH new graduate Registered Nurses.

ELIGIBILITY:

1. Graduate from an accredited baccalaureate nursing program (BSN)
2. GPA 3.0+ Preferred
3. Selected candidates must pass the NCLEX prior to the start of the residency

RN-I Resident positions for the February cohort close on OCTOBER 17.



EOE

FOR MORE INFORMATION CONTACT:

Julie Bane, MS, BSN, RN
RN Residency Manager
Clinical Education Specialist
Email: baneja@archildrens.org

archildrens.org/DreamJobs | Healing is in our nature.®

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 call Teresa Grace at Poe Travel Toll-free at 800.727.1960.

POE TRAVEL

ASBN Update www.arsbn.org

Come Grow with US



Sparks is expanding and has immediate needs in Clinical Decision, Intermediate Care, Cardio/Pulmonary and Family Center. We are looking for experienced as well as new graduate nurses and encourage all to apply.

We have new pay incentives, a clinical ladder and new weekend option program.

Ask about our on campus housing

If you would like more information please contact one of our recruiters: Carolann Love at 479-441-5457 and Theresa Phillips at 479-441-5458



www.SparksHealth.com Fort Smith, Arkansas

Sparks Health System is a substance-free work place, Equal Opportunity Employer



Applications accepted online.



www.SummitMedicalCenter.net Van Buren, Arkansas

'Tis the Season to Sparkle

Join us for holiday cheer and learn about the latest procedures, treatments and products to help you shine just in time for the holidays!

HOLIDAY OPEN HOUSE

Thursday, November 13 10 a.m. – 6:30 p.m.

SPECIAL EVENT-ONLY PRICING AND HOURLY DOOR PRIZES:

Botox®, Obagi®, Thermage®, CoolSculpting®... and more!

For an updated list of our fabulous door prizes, like us on Facebook, follow us on Twitter and InstaGram, or visit drsuzanneyee.com

Benefiting the Arkansas Food Bank Canned food, non-perishable items and monetary donations will be collected at the door.

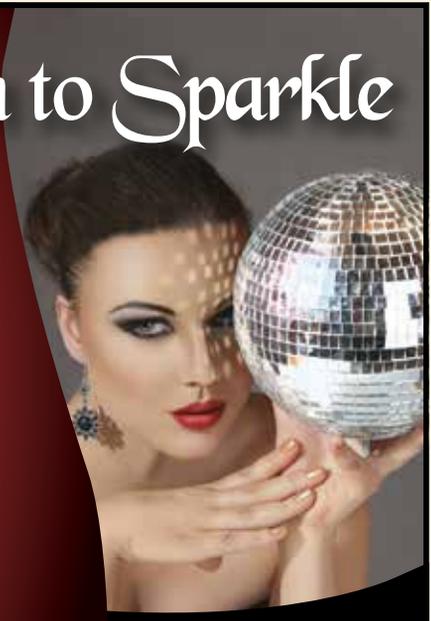


Event RSVP 501.224.1044

DR. SUZANNE YEE Cosmetic & Laser Surgery Center

Triple Board Certified

Phone 501.224.1044 / Toll Free 866.831.1044 12600 Cantrell Road / drsuzanneyee.com



budget. Again, like at home there are always going to be unexpected things. This is especially true since we are on a two year cycle. However, unlike at home, we can not "splurge" every once in a while. Staying within the budget is the law.

4. Reporting – The financial status of the ASBN is monitored on a daily basis by the ASBN, and monthly reports are reviewed by the Board. The fiscal year for the ASBN ends on June 30. At this point, the books are examined for year end reporting, closed, and compiled into annual financials. Financial information is included in the annual report of the ASBN. It is also combined with other governmental entities in the state to prepare the statewide financials.

5. Auditing – The financials of the ASBN are audited on a regular basis by Legislative Audit to ensure the accuracy of the information presented.

The financial goal of the ASBN is to use the funds available to the agency in the most effective and efficient manner possible and to report the financial status accurately. This process allows the board to have the funds necessary to issue licenses, discipline when necessary, and implement other related programs like continuing education and nursing student loans. The process described above is the simplified version of our financial cycle, but hopefully, it is enough to give you an idea of how the process works. The regulations we follow help to ensure that funds are available to fulfill the Board's mission of protecting the public.

DEA MOVES HYDROCODONE-COMBINATION CONTROLLED SUBSTANCES TO SCHEDULE II

As of October 6, 2014, the DEA will officially move hydrocodone-combination controlled substances from the Schedule III class to the Schedule II class. Arkansas APRNs (with Prescriptive Authority and a DEA number) will no longer be able to prescribe these medications due to the restriction of only being able to prescribe Schedules III – V.

The DEA is permitting hydrocodone-combination prescriptions issued before October 6, 2014, to be refilled until April 8, 2015, if the prescription authorizes refills.

RN to BSN
Nursing Degree Program
ONLINE

UNIVERSITY OF ARKANSAS
— THE YOU OF A —

Flexible degree plans for working nurses
MSN and DNP online programs also available

ELEANOR MANN SCHOOL OF NURSING
College of Education and Health Professions

The baccalaureate 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, DC 20036, (202) 887-6791.

online.uark.edu/nurse

Marsha Jordin
Springdale school nurse
RN to BSN student

Leading the Way in Award Winning Quality Care!



Pinnacle Pointe
BEHAVIORAL HEALTHCARE

Positions Available

POSITION: RN SHIFT: Full-time 3p-11p, PRN

The Staff Nurse (RN) is a registered professional nurse who prescribes, coordinates, and evaluates patient care through collaborative efforts with health team members in accordance with the nursing process and the standards of care and practices.

Education: Graduate from an accredited program of professional nursing required; Bachelor's Degree preferred.

Experience: A minimum of three (3) years experience in a psychiatric health-care facility preferred.

POSITION: LPN SHIFT: Full-time 7a-3p, WEO

Education: Graduate from an accredited vocational school of nursing.

Experience: Minimum one (1) year as an LPN/LVN/LPTN in psychiatric nursing preferred. Must pass a medication administration exam before administering medications. CPR certification and successful completion of HWC including restraint and seclusion policies, within 30 days of employment and prior to assisting in restraining procedures.

POSITION: Intake Clinician SHIFT: PT (WEO), PRN

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

Education: Registered Nurse.

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

Award Winning Care

**2012 Top Performer
by The Joint Commission**

**2011 Top Performer
by The Joint Commission**

**2011 Governor's Quality
Achievement Award**

**2009 President's Award
for Outstanding
Juvenile Programs**

**2008, 2009 and 2011
ATRS Facility of the Year**

**2007 APA Residential
Facility of the Year
for Outstanding Service**



Arkansas' only TRICARE-certified residential program.

"TRICARE" is a registered trademark of the TRICARE Management Activity. All rights reserved.



2012

**Pinnacle Pointe
Behavioral Healthcare System**

1-800-880-3322

www.pinnaclepointehospital.com

11501 Financial Centre Parkway • Little Rock, AR 72211

We are the state's largest behavioral hospital for ages 5-17.
Contact us for a free, confidential assessment.

Care Management Positions

QualChoice Health Insurance, a part of the newly formed health plan division of Catholic Health Initiatives (CHI), has an exciting opportunity for a motivated, career oriented nurse, to be a Supervisor in our Care Management department (Acute Case Management, Utilization Management, Disease Management and Health Coaching) in our Little Rock Office. Our Care Managers work with clients, families, physicians, and other health care providers to facilitate, educate and coordinate the provision of health care services for clients. We identify clients who would benefit from our services, assess client needs, identify treatment alternatives, develop individualized care plans, facilitate communication among providers and clients/families, and implement and monitor care plans to promote positive, high quality outcomes.

Qualifications: Must be a Registered Nurse with an active Arkansas license and have a minimum of five years of broad-based nursing experience and two years' supervisory experience. Must have experience with Microsoft Word, Excel and Power-Point.



For more detailed information about the positions and to apply online go to our website at www.qualchoice.com/careers. QualChoice offers a competitive salary and an excellent benefits package. QualChoice is an Equal Opportunity Employer to include women, minorities, veterans and persons with disabilities.

Wound, Ostomy, Cont. RN
Home Health in
North Little Rock
Full-time - 8 am to 4:30 pm

RN with current Arkansas License and one year of clinical experience. Must be certified as an Enterostomal Therapy Registered Nurse by Wound, Ostomy, and Continence Nurse's Society. Integrates his/her expertise as clinician, educator, consultant, and researcher in provision of care for patients with select disorders of GI, GU, and Integumentary systems.



www.baptist-health.com/jobs

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**



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

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

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

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

Name	License #	City	Action	CA	Stipulations	Violation	Effective Date
Abney Terica Kay	R064479	Fayetteville	Voluntary Surrender				August 14, 2014
Artis Ronald Wayne	R092435	Little Rock	Probation 1 yr.	CA	Documentation for Nurses, Civil Penalty \$500	(a)(6)	September 12, 2014
Ault Martin	RN Applicant	Hot Springs	Probation 1.5 yrs.	CA		(a)(4)	September 11, 2014
Aycock Joseph Parker	R051237	Little Rock	Probation 5 yrs.	CA	Arkansas Nurse Practice Act	(a)4(a)(6)(a)(7)	September 11, 2014
Bachelor Phyllis Rogers Rogers	R015384	Flippin	Letter of Reprimand		Nurse & Professional Behaviors, Anger Management	(a)(6)	July 23, 2014
Baimbridge Pamela Renee	R063740	Alma	Suspension 2 yrs., Probation 2 yrs.		Arkansas Nurse Practice Act, Medication Administration, Documentation, Nurse & Professional Behavior, Civil Penalty \$2,363	(a)(4), (a)(6)	September 11, 2014
Baker James Hargis	PN Applicant	Pocahontas	Probation 1 yr.	CA		(a)(2)	September 11, 2014
Banks Brenda Imming Romine	L042254	Brookland	Suspension 1 yr, Probation 2 yrs.		Arkansas Nurse Practice Act, Documentation, Civil Penalty \$2,500	(a)(4),(a)(6)	September 11, 2014
Bankston Jackie Deshun Mays	R082160, L041025	Pine Bluff	Probation 6 mo.	CA	Leadership & Management for Every Nurse	(a)(6)	September 11, 2014
Barnes Sara Beth	L042168	Fort Smith	Voluntary Surrender				July 9, 2014
Baughman Bridget Michele Clavet Turner	L038045	McGehee	Letter of Reprimand		Nurse & Professional Behaviors, HIPAA Compliance	(a)(6)	July 23, 2014
Bell Kimberly Nicole	R078179	Liberty, MO	Voluntary Surrender				July 15, 2014
Bilbo Debra K Holdcroft	A003384, R039929	Texarkana, TX	Voluntary Surrender				August 6, 2014
Breckenridge Jodi Deshea	R081358	Hot Springs	Voluntary Surrender				September 11, 2014
Brewer Shannon Denise McClain	R072224, L031604	Trumann	Letter of Reprimand		Documentation for Nurses	(a)(6)	September 8, 2014
Brown Leah Amanda Davis	R067056	Pocahontas	Letter of Reprimand		Nurse & Professional Behaviors	(a)(6)	July 23, 2014
Browning Helen June Page Pace Browning Weems Word	L032026	Kingsland	Probation 2 yrs.		Arkansas Nurse Practice Act, Civil Penalty \$1,350	(a)(6)	September 11, 2014
Burnside Julie Marie Croom	R085069, L048232	Fisher	Voluntary Surrender				August 7, 2014

Disciplinary Actions September 2014 continued from page 25

Name	License #	City	Action	CA	Stipulations	Violation	Effective Date
Callahan August May Oglesby Callahan Morgan	R048889, L029276	Rock Hill, SC	Voluntary Surrender				July 14, 2014
Callahan Latasha Raeann	PN Applicant	Fayetteville	Probation 1 yr.	CA		(a)(2)	September 12, 2014
Canhan Catherine Lucy Strounger	R039385	Little Rock	Suspension until terms of Letter of Reprimand are met			Terms of Letter of Reprimand	September 11, 2014
Cheatham Misty Nannette Moore	L039798	Van Buren	Voluntary Surrender				August 27, 2014
Coffman Matthew Scott	L053344	Harrison	Voluntary Surrender				July 28, 2014
Dailey Kimberly Ann	R034391	Texarkana, TX	Cease & Desist			Practicing without a valid license	July 15, 2014
Davis Cynthia Lynn	R081282	Piggott	Probation 1.5 yrs.	CA	Nurse & Professional Behaviors Civil Penalty \$1000	(a)(6)	September 11, 2014
Dill Laura Jean Robertson	R068068, L034207	McCurain, OK	Voluntary Surrender				July 28, 2014
Drummond Patrick Shawn	S002214, R064882	Jonesboro	Probation Status Removed				July 21, 2014
Ellis Machel Ann Jester	L040880	Hot Springs	Voluntary Surrender				September 8, 2014
Escue Marjorie Carol Jones	L038648	Jonesboro	Voluntary Surrender				September 2, 2014
Flowers Opal	R095345, L052938	Little Rock	Probation 1 yr.	CA	Civil Penalty \$1,000	(a)(6)	September 11, 2014
Garrison Macy Dannielle	L054087	Greenbrier	Probation 1 yr.	CA	Arkansas Nurse Practice Act, Civil Penalty \$1,200	(a)(6)	September 11, 2014
Gary Bettye Jean	L030823	Houston, TX	Board Reprimand	CA	Civil Penalty \$1,840	(a)(9) & Rules	September 11, 2014
Gillespie Carrie Robin	R045071	Fort Smith	Probation 5 yrs.	CA	Civil Penalty \$2,500	(a)(4), (a)(6)	September 11, 2014
Gregory Amanda Loraine Rodgers	R080008	Greenwood	Voluntary Surrender				July 31, 2014
Hailey Patricia Lorene McGrew Hailey Morris	A002983, R027870	Brookland	Letter of Reprimand		Nurse & Professional Behaviors, Sharpening Critical Thinking Skills	(a)(1)	July 23, 2014
Halladay Edith Ray Garrison Castleberry	L039152	England	Suspension until terms of Letter of Reprimand are met			Terms of Letter of Reprimand	September 11, 2014
Harlan Linda Joyce Frazier Green Furstenberg	R040977	Hackett	Probation 2 yrs	CA	Nurse & Professional Behaviors	(a)(6)	September 11, 2014
Hays Carolyn Faye Hays Rawls Briant	L033296	Warren	Voluntary Surrender				August 7, 2014
Hinchey Malia	R091058	Conway	Voluntary Surrender				September 9, 2014
Holt Ashley Michele Tilley	R080680, L045065	Mountain View	Letter of Reprimand		Documentation for Nurses, Nurse & Professional Behaviors	(a)(6)	July 23, 2014
Horine Michelle Lynn Bunton Atchley	R093653, L042914	Hartford	Probation 1 yr.	CA	Arkansas Nurse Practice Act, Civil Penalty \$100	(a)(6)	September 11, 2014

Name		License #	City	Action	CA	Stipulations	Violation	Effective Date
Howell	Christina Lynn	PN Applicant	Hot Springs	Probation 1 yr.	CA		(a)(2) (a)(4)	September 11, 2014
Hunter	Callie Lynn	L051949	Fort Smith	Probation 2 yrs	CA	Nursing & Professional Behaviors	(a)(6)	September 11, 2014
Hunter	Jacqueline Kay Miller Clark	L042655	Rison	Suspension until terms of Letter of Reprimand are met			Terms of Letter of Reprimand	September 11, 2014
Jackson	Cynthia Rochelle Smith	R078718, L043606	Little Rock	Letter of Reprimand		Anger Management	(a)(6)	July 23, 2014
James	Colleen Bedwell	R067919	Rogers	Letter of Reprimand		Nurse Practice Act	(a)(1)	July 23, 2014
Jarrett	Melody	R015530	Keiser	Voluntary Surrender				July 7, 2014
Kimbrell	Leanna Carol McClain	L051280	Rison	Suspension 2 yrs., Probation 3 yrs.		Arkansas Nurse Practice Act, Nurse & Professional Behaviors, Documentation	Terms of Probation	September 11, 2014
Kyles	Christina Lee Mann Papineau Harber	L033255	Mountain Home	Voluntary Surrender				July 21, 2014
Lacefield	Terri Ann Hays	L038082	Mount Ida	Letter of Reprimand		Nurse Practice Act	(a)(1)	July 23, 2014
Lambdin	Lisa Mar	L033943	Alma	Voluntary Surrender				July 9, 2014
Lawson	Alan Rice	R034529, L026074	Fayetteville	Voluntary Surrender				September 8, 2014
LeBeof	Danny Alan	L050444	Benton	Reprimand		Arkansas Nurse Practice Act, Clinical Skills Course, Critical Thinking Skills, Documentation, Medication Administration, Basic Cardiac Life Support	(a)(3), (a)(6)	September 11, 2014
Mann	Tiffany Lace	PN Applicant	Pearcy	Probation 1 yr.	CA		(a)(2), (a)(4)	September 12, 2014
Martino	Kathryn Greer Jones	L012861	Fayetteville	Letter of Reprimand		Documentation for Nurses, Medication Errors	(a)(6)	July 16, 2014
Mason	Justice Nershanti I	L041194	Eudora	Voluntary Surrender				July 21, 2014
Mathis	Christopher Lance	PN Applicant	Conway	Probation 2 yrs	CA		(a)(2) (a)(4)	September 11, 2014
McLeod	Holly Michelle	L046688	Brookland	Letter of Reprimand		Nurse & Professional Behaviors, Documentation for Nurses	(a)(6)	July 23, 2014
Meador	Jamiie Rene	R090670	Rogers	Voluntary Surrender				August 26, 2014
Morgan	Charles Michael	L053001	Benton	Probation Status Removed				July 14, 2014
Morin	Erin Rae Jameson	R067700	Fayetteville	Probation 2 yrs	CA	Civil Penalty \$800	Terms of Probation	September 11, 2014
Moss	Margaret Christen Curtis	A001347, R0404884, P001520, PAC	Stuttgart	Probation 3 yrs., RN Voluntary Surrender CNP, PAC, RNP	CA	Nurse & Professional Behaviors	(a)(4), (a)(6)	September 11, 2014
Musick	Patsy Louise Sandy	R038150	Sulphur Rock	Voluntary Surrender				August 7, 2014
Norris	Sandra Kay Slater Payne Mitts	L040240	Waldron	Voluntary Surrender				August 28, 2014
Novak	Cynthia Ann Persinger	R050014, L025331	Alameda, CA	Probation 2 yrs.	CA	Arkansas Nurse Practice Act, Civil Penalty \$1,000	(a)(4), (a)(6)	September 11, 2014

Disciplinary Actions September 2014 continued from page 27

Name		License #	City	Action	CA	Stipulations	Violation	Effective Date
Nunes	Joel Jeremy	L053087	Hot Springs	Letter of Reprimand		Documentation for Nurses Nursing Care of the Older Adult	(a)(6)	August 28, 2014
Parish	Kelly Rene Myrick	R085270, L042850	Marion	Voluntary Surrender				September 8, 2014
Patterson	Kimberly Dawn	L047398	Bentonville	Reinstatement				July 22, 2014
Qualls	Beth Hannah	R089770	Bentonville	Voluntary Surrender				July 8, 2014
Rambin	Mary Catherine	R048509	Greenwood	Probation 1.5 yrs.	CA		(a)(6)	September 11, 2014
Rhude	Melissa D. Rathke Norman	R051569	North Little Rock	Probation 4 yrs.	CA	Nurse & Professional Behaviors, Civil Penalty \$2,400.	(a)(4), (a)(6)	September 11, 2014
Richardson	Anita Iris Middleton	R084564, L044479	Wynne	Letter of Reprimand		Documentation for Nurses	(a)(6)	August 28, 2014
Rogers	Earl Edward	R054849	Belle Vista	Probation 3 yrs.,	CA	Arkansas Nurse Practice Act	(a)(4), (a)(6), (a)(8), (a)(9)	September 11, 2014
Rogers	Terina Jane	PN Applicant	Pocola, OK	Probation 2 yrs	CA		(a)(2), (a)(4)	September 11, 2014
Rosson	Leann Marie	L052148	Ozark	Probation 2 yrs.	CA	Nurse & Professional Behaviors, Civil Penalty \$1,200	(a)(6)	September 11, 2014
Rowe	Jennifer Suzanne	R085529, L047729	Malvern	Probation 1 yr.	CA	Arkansas Nurse Practice Act	(a)(6)	September 11, 2014
Sapp	Jill Marie	R086976	Beebe	Revocation			(a)(2), (a)(4), (a)(6), (a)(8), 17-87-312	September 11, 2014
Scoles	Summer Leann Kennedy	R079058, L044327	White Hall	Voluntary Surrender				September 2, 2014
Scott	Danny Glen	L029614	Hensley	Voluntary Surrender				August 27, 2014
Smith	Stephanie Lee	R077448	Camden	Probation 5 yrs.	CA	Civil Penalty \$2,500	(a)(4), (a)(6)	September 11, 2014
Thomas	Cheryl Lynne Rogers	R039726	Rogers	Probation 2 yrs				July 28, 2014
Thornton	Shelia Morgan	R086379	Springhill, LA	Letter of Reprimand			(a)(1), (a)(2)	July 23, 2014
Tittle	Shelia Joyce Stacy	L043289	Conway	Voluntary Surrender				July 10, 2014
Treat	Myra Michelle Brockington Hyde	L025118	Beebe	Voluntary Surrender				July 17, 2014
Trofort	Lionelle	TN License PTP	Collierville, TN	Cease & Desist				July 18, 2014
Turner	Walter Paul	R086651	Cabot	Probation 2 yrs.	CA	Nurse & Professional Behaviors	(a)(6)	September 11, 2014
Vowan	William Clark	R050390	Memphis, TN	Voluntary Surrender				August 14, 2014
Watt	Laura Jean	R088012, L017628	Gassville	Voluntary Surrender				September 4, 2014
Watt	Amanda Sue	R090495, L050016	Monticello	Probation 1 yr.	CA	Nurse & Professional Behaviors, Civil Penalty \$1,500.	(a)(6)	September 11, 2014
Weatherford	Amanda	R067785, L039504	Pine Bluff	Probation Status Removed				September 8, 2014
Wehrl	Karen Kay Barkley	R025639	Little Rock	Voluntary Surrender				July 9, 2014
Wells	Ambra Colleen	R081214	Conway	Probation 2 yrs.	CA	Nurse & Professional Behaviors, Civil Penalty \$200	(a)(6)	September 11, 2014
Wood	Jessica Dianne	R090745	Lamar	Probation 1.5 yrs.	CA		(a)(2), (a)(4), (a)(6)	September 11, 2014



Excellent Career Opportunity for an Experienced Nurse Researcher

Central Arkansas Veterans Healthcare System is a two campus, teaching hospital offering state of the art care to Veterans across Arkansas and surrounding states.

Associate Nurse Executive for Research position requirements include:

- PhD with a Focus in Nursing Research
- Demonstrated skill in conducting, teaching and presenting/publishing nursing research
 - Research interest and/or expertise in Acute Care, Critical Care, Long Term Care and/or Mental Health Nursing
- Research interest and/or expertise in testing nursing interventions for health promotion and disease prevention for Veterans across the continuum of care
 - Experience in implementing evidence-based practice

Interested applicants who want an exciting, fast paced, and challenging opportunity to work in an evidence-based practice driven, shared governance structured medical center of excellence are encouraged to visit our website www.usajobs.gov or you may contact the Recruitment Office at 501-257-1428. E-mail inquiries may be made through Carol.Hampton2@va.gov. Closing Date: October 22, 2014.



VA IS AN EQUAL OPPORTUNITY EMPLOYER

NURSING

Reach over 52,000 nurses in Arkansas with your message!

connection

Nursing Board Issues?

Call an attorney with Nursing Board experience...

Darren O'Quinn

800-455-0581

www.DarrenOQuinn.com

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



HIRING GREAT NURSES

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

APPLY ONLINE AT

AR-DHSJobs.com

EOE/AA /ARDHSJobs



StuNurse

education/employment  com

Fact:

Knowing if you have HPV—especially the most dangerous strains, HPV types 16 and 18—can help protect you from developing cervical cancer.

If you are 30 or older, ask your health care provider about getting an HPV test with your Pap test. Learn more at www.healthywomen.org/hpv.

This resource was created with support from Roche Diagnostics Corporation.

healthy women
informed. empowered.
www.healthywomen.org

Magnet Principles are Working at UAMS



(L-R) Deborah Johnson, RN, M.Ed, BSN, RNP, RN-BC, Jeanette Minyard, RN, BSN, Erin Bush, RN, RNC-MNN, Amy L. Hester, RN, BSN, RN-BC

UAMS nurses who wish to participate in community events now have a traveling First Aid Tent available for them to do just that! Any clinical programs nurse can use the tent, but must complete the American Red Cross First Aid course or be TNCC certified. The Professional Nursing Organization's Research and Innovation Council recommended the tent be purchased to support community service opportunities. The purchase was made possible through the use of the Center for Nursing Excellence Fund.

Future plans are to partner with the UAMS College of Nursing to involve nursing students and faculty.

UAMS[®]
MEDICAL
CENTER

UNIVERSITY OF ARKANSAS
FOR MEDICAL SCIENCES
Where Nursing Lives



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



Melisa Weaver, 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 accepting applications for the Associates of Applied Science in Nursing degree. Classes begin in January. To apply, go to www.jrmc.org/schoolofnursing or call 870-541-7850.



JRMC
schoolofnursing

JRMC
.org