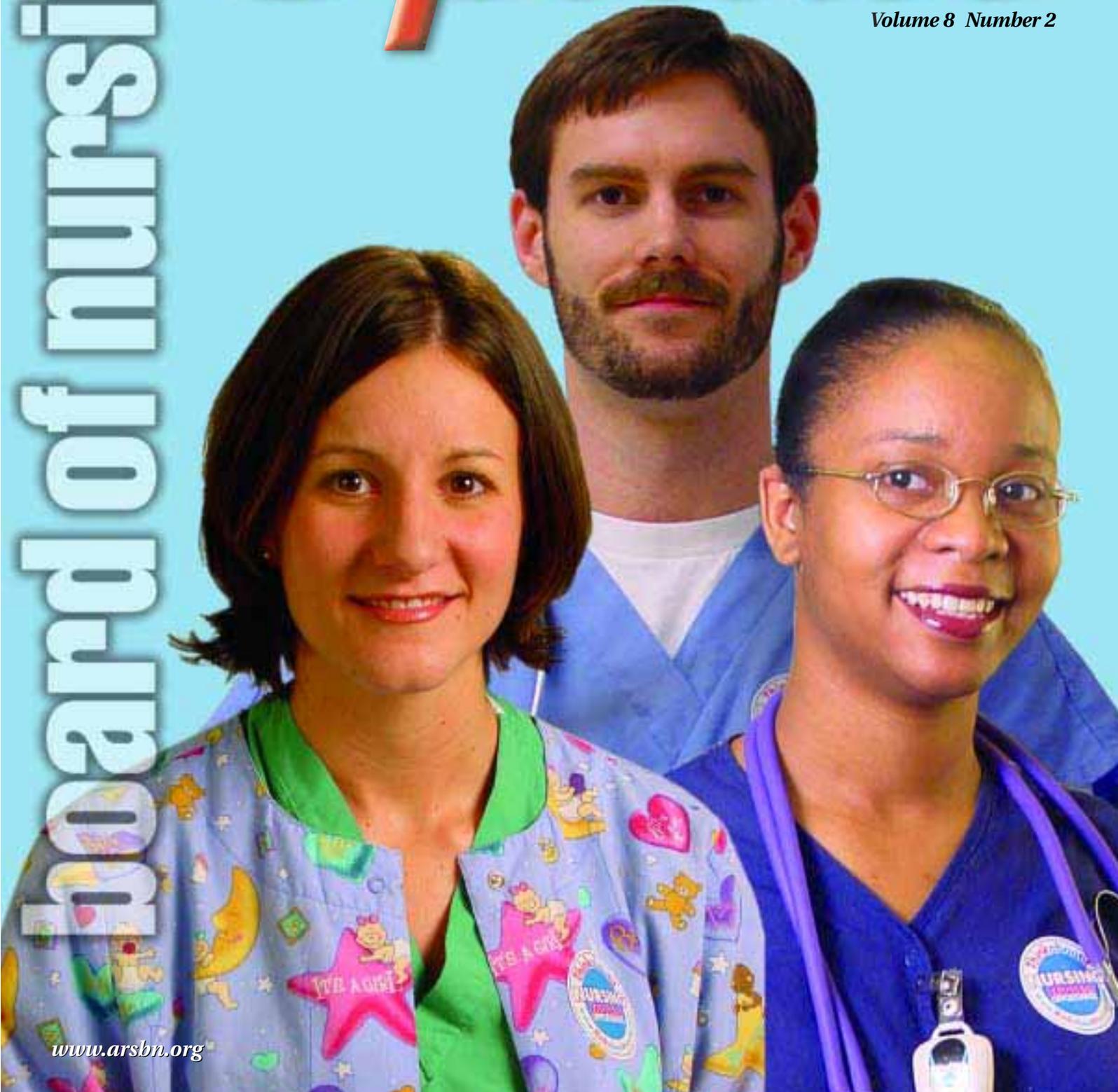


ASBN *Update*

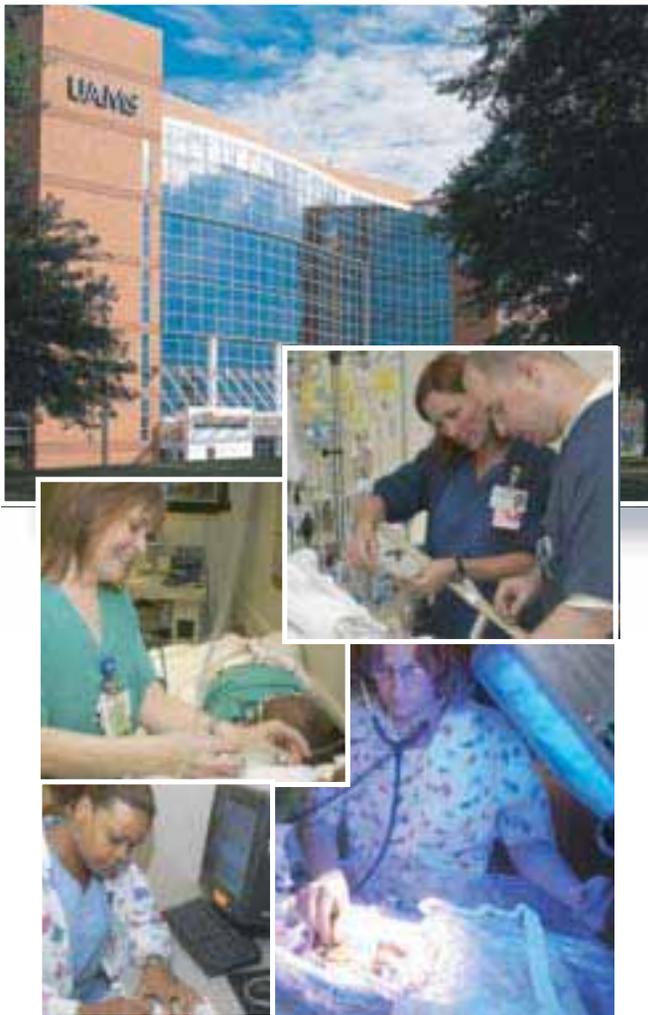
Volume 8 Number 2

Board of nursing



Voted “Best Place to Work in Central Arkansas”

— ARKANSAS DEMOCRAT-GAZETTE READERS POLL, 2001 & 2002



UAMS Medical Center offers you the opportunity to work side-by-side with some of the world's best doctors and nurses in a teaching and research environment and in a hospital that's been named by *U.S. News & World Report* as “One of America's Best” eight consecutive years.

Some of the additional benefits of a nursing career at UAMS include:

- Opportunity for growth and advancement with hospital, clinics and five medical colleges
- Excellent benefits package
- Competitive salaries
- Optional work hours (ie: work weekends, get the week off)
- Tuition discounts for you and your family to any of the eight University of Arkansas System colleges and universities

- Care-driven nurse-to-patient ratio
- Continuous up-to-date educational and multidisciplinary training
- Student Nurse Summer Externship and year-round Assistant Programs

So, if you're looking for a challenging and exciting career in nursing, you need to talk with UAMS Medical Center. For more information about employment opportunities, call 501/686-5691 or the 24-hour job line at 501/296-1335, or check us out on the internet at:

www.uams.edu/don/nursing.htm

UAMS
MEDICAL
CENTER

UNIVERSITY OF ARKANSAS
FOR MEDICAL SCIENCES

ASBN Update

PUBLISHED BY

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
Verifications: 501.682.2200
www.arsbn.org

BOARD MEMBERS

PRESIDENT Lawana Waters, RN
VICE-PRESIDENT Karen Buchanan, RN
SECRETARY Karen Taylor, LPN
TREASURER Kathy Hicks, RN

Lance Black, LPN
Karen Buchanan, RN
Darlene Byrd, APN
James Carr
Representative of the Older Population
Lorenda Cox, LPN
Pamela Crowson, Consumer
Robert Currie, LPTN
Shirlene Harris, RN
Tracy McLaughlin, RN
Dan West, RN

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 Faith A. Fields, MSN, RN

EDITOR Georgia Manning Lewis, MN, RN

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.

FOR ADVERTISING INFORMATION:

For advertising call:

David Brown . dbrown@pcipublishing.com
501.221.9986 • 800.561.4686



CREATED BY:

Publishing Concepts, Inc.
14109 Taylor Loop Road . Little Rock, AR 72223
www.pcipublishing.com
Edition 8

c o n t e n t s

President's Message / 4

Executive Director's Message / 6

Letters to the Editor / 6

Money Talks: Spotlight on Accounting / 7

Credit Cards now accepted / 9

Are your forms complete? / 9

Scholarships Available / 10

Board Business / 11

Important Information / 11

Jefferson Regional Medical Center / 12

APN Q&A / 15

Tort Reform / 17

Audits: Are You Ready? / 18

ASBN Workshops / 19

Practicing Nursing Without a License / 20

Nurses are key to safe and effective health care / 22

Approved Approval Bodies For Continuing Education / 25

Disciplinary Actions—January, February 2004 / 26

Classified Ads / 28-30



president's message

The ASBN receives numerous complaints about nurses, and the staff must investigate each one to see if it has any basis in fact.

Sometimes, complaints are found to be groundless and no action is indicated. But for others, the process is more complicated, and the nurse may be asked to meet with Board staff to discuss the complaint.



The Board has the power to subpoena records, including job applications, personnel files, and medical records. If the information gathered supports the complaint against the nurse, a hearing may be scheduled, or in some cases, a consent agreement may be offered.

A consent agreement, similar to a plea bargain in criminal cases, is a contract between the Board and the nurse that is only offered under certain conditions. Among other things, the nurse must admit that the charges are true. Even if a consent agreement is offered by the staff, the full Board must approve it. Some charges are too serious for a consent agreement, or there may have been previous Board action. In those cases, a hearing is scheduled.

If you receive notice that a Board hearing is pending, you may want to review the following which I have entitled, "Lawana's Top Ten Things to Do If You're Called Before the Board."

- 1) *Carefully* read all documents that you receive from the Board in relation to your hearing. You are informed in the cover letter that you may be represented by an attorney. It is strictly up to you whether you hire an attorney or not — some do, many do not.
- 2) Call the ASBN office if you have any questions.
- 3) Attend the hearing! The hearing will proceed even if you're not present. We won't know your side of the story unless you are there to tell it.
- 4) If you bring letters of support, make sure they are relevant to the case. It's nice to have friends who will write that you're a good person, but it would be more helpful to know whether you are a competent nurse.
- 5) The same applies to your witnesses; their testimonies should be relevant to the charges. As a Board member who must make a decision based

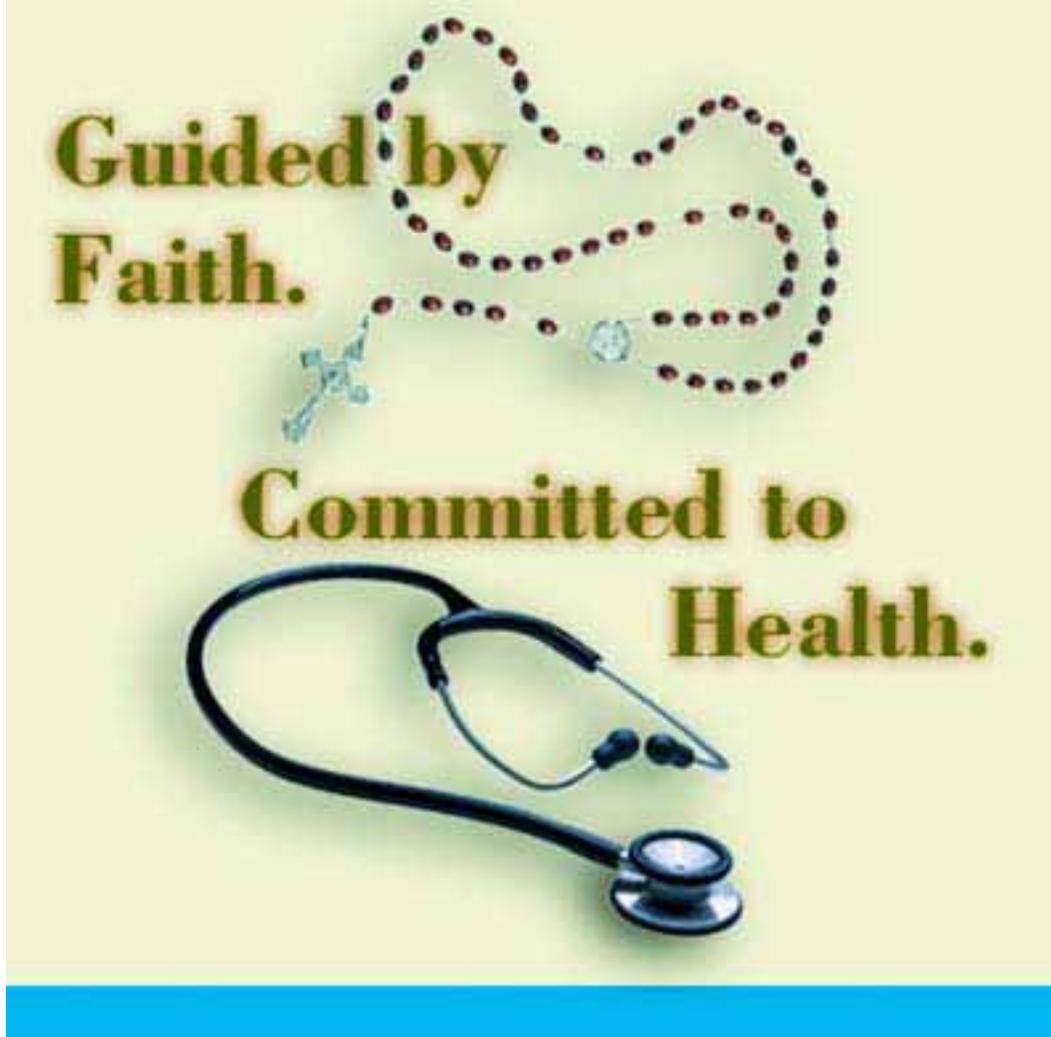
on the evidence at hand, I'm more interested in testimony or documentation that's directly related to the case.

- 6) If you have any other form of documentary evidence, bring it with you to the hearing. We need all the evidence at the time of the hearing, because we'll be making a decision at the conclusion of it — the opportunity to present your documentation ends with the hearing.
- 7) Be truthful in your testimony. You'll have a much easier time keeping your story straight if you're honest in the first place. Various Board members may ask the same question in different ways; when we hear a different answer each time, we become doubtful of the nurse's honesty.
- 8) If there is drug or alcohol addiction or abuse, admit it and get help! Don't wait for the hearing to start the process of recovery. You may have several weeks or months to wait for your hearing. Use the time wisely and bring documentation showing what you've done. We're always pleased to see nurses who've taken responsibility for their recovery.
- 9) Bring your nursing license to the hearing. If you receive probation, your license will be stamped "PROBATION." If your license is suspended, you will have to turn it over to the Board immediately after the hearing.
- 10) Finally, remember that the ASBN's mission is to protect the public and act as their advocate by effectively regulating the practice of nursing. We're not in existence to protect the nurse, and while we may be sympathetic, public protection is the Board's mission.

Of course, we'd prefer that you not get into trouble in the first place. The Decision Making Model, Position Statement 98-6, is a very helpful tool for any nurse. This, along with the *Nurse Practice Act and Rules and Regulations*, is an excellent guide to prudent nursing practice. All are available at www.arsbn.org.

Lawana Waters

Lawana Waters, RN



ST. JOSEPH'S MERCY HEALTH CENTER in Hot Springs is rooted in the mission of Jesus and the healing ministry of the church. By adhering to our core values—dignity, justice, service, excellence and stewardship—we remain dedicated to implementing innovative health and social services.

New Grads Welcome! We are looking for nurses who want to have a voice in their work environment and also be a part of a healthcare team determined to change people's lives. At St. Joseph's, our nurses are second to none.

We invest more than \$10,000 in your 8-week orientation. A preceptor is assigned to you and mentors you through the orientation.

We have an excellent benefits package including medical/dental/vision coverage with no waiting period, 401k and retirement plan, and a great work environment. We also offer 100% tuition reimbursement and a variety of classes to ensure you obtain your required CEU credits.

At St. Joseph's, we have team nursing and 12-hour shifts. We have positions for you in Cardiac, Neurology, Pediatrics, Oncology, Med-Surg, ICU/CCU, Recuperative Care, Emergency, Surgery, Outpatient and Women's Services.

Bring your faith and commitment to

ST. JOSEPH'S MERCY HEALTH CENTER

For more information regarding our positions, visit our website at saintjosephs.com or call the nurse recruiter at 501.622.2127.

300 Werner Street, Hot Springs AR 71913



EOE

executive director's message

How do I get appointed to the Board of Nursing? I hear that question a lot. Here is a little information about the composition of the Board and what you have to do to be appointed. The law requires there to be thirteen



members on the Board of Nursing. Board members are appointed by the Governor and are required to meet certain eligibility requirements. Of these 13 members, seven are required to be registered nurses. Of the seven registered nurses, one is required to be an advanced practice nurse who holds a certificate of prescriptive authority, two must hold a BSN or higher degree in nursing, two hold an associate degree in nursing, and two have a

diploma in nursing. Three Board members are required to be LPNs, and one must be an LPTN. All nurse Board members are required to be Arkansas residents and must have been nurses for at least five years. These nurses must have been actively practicing nursing for the past three years, two of which must have been in Arkansas.

There is one representative of the elderly population and one other consumer member of the Board. To be eligible for appointment, the representative of the elderly population is required by law to be at least sixty years of age or older and cannot ever have been a nurse. The other consumer member is required to be a lay person representing consumers of health care services

but is not required to have "never been a nurse."

Board members serve for four years and can be reappointed once for a total of eight consecutive years of service. It is a volunteer appointment so there is no "pay" for being a Board member, although expenses are covered for travel to and from meetings. Board members who are not state employees are given a \$60 daily per diem. Appointments are made each October. This year, the openings will be for the two BSN or higher degree RNs. There is one LPTN position up for reappointment as well. Board meetings are generally held two days each month, except July and December when no meetings are held.

If you are considering applying for appointment to the board, contact the Governor's office at 501.682.2345 and ask to speak to the person in charge of board and commission appointments. Ask the person to send you a questionnaire for appointment to the Board of Nursing. Return the questionnaire with a cover letter and a copy of your resume directly to the Governor. You may then want to have written recommendations sent to the Governor on your behalf. Call and meet with your senator and representative and garner their support as well.

Being on the Board of Nursing is an honor, a privilege, and an awesome responsibility. If you have questions or would like further information regarding board appointments, feel free to call me anytime.

Faith A. Fields

Faith A. Fields, MSN, RN

letters to the editor

From the Editor

We appreciate the letters the Board has received regarding articles that have appeared in previous issues. It is wonderful that you have taken the time to read the issues and to communicate your thoughts to us. You are responsible for keeping abreast of the changes in your profession and for making your thoughts known to the decision-makers. We thank PCI for the opportunity of providing timely information to all licensees without any cost to the licensee or to the Board.

Georgia Manning Lewis

In response to Board President Lawana Waters Message

I had an interesting talk with a young lady today who is in a prerequisite class to be a nurse. She had gotten addicted to the Ritalin her doctor had prescribed for her ADHD and was put through the drug court system. The instructor of one of her courses brought in the ASBN Update President's Message (Vol.8, No.1) about responding to questions on the application and renewal forms about previous problems with the law. She said her attorney had told her to answer no to such questions, but after reading this article, she would now definitely answer yes.

MONEY TALKS: SPOTLIGHT ON ACCOUNTING

Many people call the office and talk with the staff but have never met them personally.

Darla Erickson is the Director of Accounting and has been with the Board for two years. Darla maintains the accounting records and prepares financial statements for the Board to review, is involved in the budgeting process, and is the human resources liaison for the agency. She also handles the Nursing Student Loan Program. Darla resides in England, Arkansas, with her husband Rusty and daughter Jessica.

Lori Gephardt is the Accounting Assistant and has been with the Board for three years. Lori is responsible for purchasing and accounts payable and is the backup for the



Darla Erickson, Lori Gephardt, Cheree Williams

receptionist/cashier. Lori has been married for 25 years and resides in Benton, Arkansas, with her husband David and two children, Trent and Heather.

Cheree Williams is the Receptionist/Cashier and has been with the Board for a year and a half.

Cheree handles all incoming calls to the Board, processes the mail, receives monies for renewals and applications, and make deposits to the State Treasurer's Office. Cheree resides in Jacksonville, Arkansas, with her husband Windsor and son Kendrick.

The Arkansas Foundation for Medical Care offers free posters, consumer education materials and research-based intervention tools to help you communicate with your patients.

Our statewide educational efforts complement yours. This winter, we'll be promoting diabetes and breast cancer awareness, adult immunizations and well child visits.

For more information on our quality improvement projects or to order our free tools, call (877) 375-5700 or visit us online at www.afmc.org.

Helping you help your patients...
because everyone deserves quality healthcare.

Preventive
Medicine



Arkansas Foundation
for Medical Care

Make a Difference

You've dedicated your life to touching the lives of others. So have we.

At Beverly Healthcare, the nation's largest provider of elder care services, our skilled team combines professional passion with a commitment to make a genuine difference in the lives of the residents we serve every day.



Outstanding opportunities are available NOW!!

BEVERLY HEALTHCARE ARKADELPHIA
Arkadelphia: 870-246-5566

BEVERLY HEALTHCARE BATESVILLE
Batesville: 870-698-1853

BEVERLY HEALTHCARE BLYTHEVILLE
Blytheville: 870-763-0240

BEVERLY HEALTHCARE BROOKRIDGE
Morrilton: 501-354-4585

BEVERLY HEALTHCARE CAMDEN
Camden: 870-836-6833

BEVERLY HEALTHCARE CROSSETT
Crossett: 870-364-5721

BEVERLY HEALTHCARE EAST MANOR
El Dorado: 870-862-6681

BEVERLY HEALTHCARE GOLF LINKS
Hot Springs: 501-624-7149

BEVERLY HEALTHCARE HAMBURG
Hamburg: 870-853-8204

BEVERLY HEALTHCARE HARRISON
Harrison: 870-741-3438

BEVERLY HEALTHCARE HEBER SPRINGS
Heber Springs: 501-362-8137

BEVERLY HEALTHCARE HILLTOP
Harrison: 870-741-7667

BEVERLY HEALTHCARE JONESBORO
Jonesboro: 870-935-7550

BEVERLY HEALTHCARE LAKE VILLAGE
Lake Village: 870-265-5337

BEVERLY HEALTHCARE MCGEEHEE
McGehee: 870-222-5450

BEVERLY HEALTHCARE MONTICELLO
Monticello: 870-367-6852

BEVERLY HEALTHCARE NASHVILLE
Nashville: 870-845-2021

BEVERLY HEALTHCARE NORTH LITTLE ROCK
North Little Rock: 501-955-2108

BEVERLY HEALTHCARE PARAGOULD
Paragould: 870-236-7104

BEVERLY HEALTHCARE PARK AVENUE
Hot Springs: 501-623-3781

BEVERLY HEALTHCARE ROGERS
Rogers: 501-636-6290

BEVERLY HEALTHCARE SEARCY
Searcy: 501-268-6188

BEVERLY HEALTHCARE STAR CITY
Star City: 870-628-4295

BEVERLY HEALTHCARE VAN BUREN
Van Buren: 501-474-5276

BEVERLY HEALTHCARE WARREN
Warren: 870-226-5843

BEVERLY HEALTHCARE WEST MEMPHIS
West Memphis: 870-735-5174

BEVERLY HEALTHCARE WYNWOOD
Wynne: 870-238-4400

COUNTRYWOOD ESTATES
Monticello: 870-367-0044

MAGNOLIA MANOR
Magnolia: 870-234-1361

MEADOWBROOK LODGE
Magnolia: 870-234-7000

REGIONAL NURSING CENTER
Bryant: 501-847-0777

RIVERVIEW MANOR
Morrilton: 501-354-4647

SALINE NURSING CENTER
Benton: 501-778-8200



Integrity, Value, Passion, Commitment.

Looking for a management position?

Whether you're looking for a position as a DON, ADON or MDS Coordinator, we have that too.

Visit our website, or call Jodie Long for current opening.

Jodie Long 877-823-8375, ext. 3823

For more information, please call Gary Domerese, Regional Recruitment Manager, at: 1-877-823-8375 ext. 3830 or contact any of our facilities listed above. You can make a difference; it's your call.

by Darla Erickson, CPA
Director of Accounting



Credit Cards now accepted

The Arkansas State Board of Nursing is constantly searching for ways to make renewing your license and all other transactions with the Board more convenient and user friendly, while maintaining necessary documentation and standards. One way the Board of Nursing is trying to assist nurses is by accepting credit card payments on paper applications. As before, you will still have the option of paying by cash, check, money order, or cashier's check. However, this means whenever you make any type of payment

such as for a license application or renewal, you will also have the choice of paying with your Visa, MasterCard, or Discover credit card. There will be a nominal processing fee for this option of payment. The Arkansas State Board of Nursing does not receive any portion of the processing fee.

This payment selection is not only available to those who physically visit our office, but also to those who mail forms with payment requirements. Simply complete the application as instructed, complete the por-

tion stating you wish to pay with your credit card, and your payment will be charged to your card. **All information must be completed before your application can be processed.**

Using your credit card when renewing online is still available. Not only can you pay using your credit card when renewing online, but also the processing time is quicker. Whether you prefer online processing or paper applications, you now have more options available to you.

Are your forms complete?

Each month, the ASBN returns around 100 incomplete or incorrect forms to individuals seeking initial licensure, renewal, or endorsement. The following are tips to avoid being one of the people who have their applications returned.

1. PLEASE SIGN:

- The main reason forms are returned is because the applicant did not sign the form.

2. COMPLETE THE ENTIRE FORM:

- Another common problem is the applicant submits an incomplete form. All questions must be answered (including the disciplinary questions). Some forms, such as the renewal forms, have questions on the back. Please check both sides and be certain all required fields are completed.
- A frequent oversight is failing to indicate your primary state of residence. We must have this information to process your forms.
- When completing the renewal form, use a number two pencil and completely color the circles as indicated on the form.
- When renewing your license after the expiration

date, include a completed, preprinted detailed work history form (sent with the renewal form or available at www.arsbn.org under Forms). Late or inactive renewal forms will be returned if this work history is not submitted.

3. INCLUDE THE CORRECT FEE:

- Applications are often returned because the person did not include the fee or the incorrect fee was included with the form. (If sending a check, remember to sign it.)

4. SEND FORMS TO THE RIGHT ADDRESS:

- ASBN no longer completes verification of licensure for RNs and LPNs. This must be sent to the National Council of State Boards of Nursing in Chicago, Illinois, with a \$30 money order or cashier's check or complete the online verification at www.nursys.com.

5. OTHER HELPFUL INFORMATION:

- An address change can be made by simply marking through the address on the printed renewal form and writing the correction beside it. However, changing your name on your nursing license requires a copy of your marriage license,

MONEY TALKS: SPOTLIGHT ON ACCOUNTING

divorce decree, or other legal document stating the legal name change.

- Please do not send your continuing education documentation with your renewal form. Documents are required only when you are audited by the Board, and you will be notified if you are being audited.
- If you are retired and/or no longer working and want to place your license on inactive status, call 501.686.2707 for instructions. Please note: if it is after the expiration date on your license, it is too late to be placed on inactive status.

6. DO IT RIGHT THE FIRST TIME: SOME ADVANTAGES

- Avoid a late fee! Your completed application and the correct fee must be received in our office on or before the last day of the month in which your renewal is due in order to avoid the \$100 late fee. Please mail your forms in time to allow for delivery. (Or renew online!)
- Avoid delayed processing of your license! If your

forms have to be returned, you may be faced with the \$100 late fee, and you could also have a delay in receiving your license to practice.

- Save the Board (and yourself) money! Completing your forms correctly is a win/win situation. It saves the Board money in postage as well as saves staff time. And this is savings to you because your fees are based upon the Board's operational costs. Last year we processed 27,621 renewal applications alone. This does not include examination or endorsement applications.

Returning incorrect applications costs money.

These are simple steps that can be easily overlooked. The forms must be complete and signed before we can process them. Please help us serve you better. Double check your form and payment before mailing or, better yet, go online at www.arsbn.org to complete your transactions, as the screen will not allow you to advance without answering all the required questions. It only takes an extra minute to double check. Remember that you can save time by renewing online. You will also receive your license faster!

scholarships

Scholarships Available Again: July 1 Application Deadline

The ASBN has received funding to administer the Nursing Student Loan program again this year. The loans will be funded to each participant at a maximum of \$1000.00 per academic year, and the number of loans awarded shall be limited to the designated funds available. Recipients may be qualified for loan cancellation. The loans may be changed into scholarship grants by working full-time as an RN or an LPN in qualified employment in the state of Arkansas.

To be eligible, you must be an Arkansas resident who is enrolled in or has been accepted for admission as a full-time student in a recognized education course leading to an associate degree, a diploma, a bachelor of science degree in nursing, or leading to the achievement of educational requirements for licensure as a LPN.

You may obtain more information about the program and print an application form at www.arsbn.org. The forms are also available at the Board office. Applications will be accepted beginning May 1, 2004. To be considered for the program, completed applications must be received in the ASBN office by July 1, 2004.



From Thinkaboutitnursing / Publishing Concepts.
Earn 14.7 Contact Hours and Have the Time of Your
Life Cruising the Hawaiian Islands in June 2005!

Bon Voyage! It could be you on the Fourth Annual CE's @ SEA Healthcare Professionals Summer Conference Cruise next June! The lucky winner occupies a berth in an Outside Balcony cabin with beautiful views of the ocean and the Hawaiian Islands! Port charges, taxes, gratuities, conference material fees, all meals, 24-hour room service, shipboard activities, nightly entertainment and shows are all included. **Register today!**

Cruise to be awarded December 4, 2004

NURSE'S NAME _____ CREDENTIALS _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE _____ EMAIL _____



mail your entry to: **Hawaiian Cruise**

Publishing Concepts, Inc. • 14109 Taylor Loop Rd. • Little Rock, AR 72223

board business



Board member **Lance Black** has recently returned from Iraq.

January Board Meeting Highlights

At the January 2004 Board meeting, the Board took the following actions:

Granted continued full approval to the Arkansas Tech University Bachelor of Science Nursing Program (Russellville) until the year 2009.

Granted continued full approval to the University of Arkansas at Fayetteville Eleanor Mann School of Nursing Bachelor of Science in Nursing Program until the year 2009.

Granted continued full approval to the Ouachita Technical Institute Practical Nurse Program (Malvern) until the year 2009.

Granted continued full approval to the South Arkansas Community College Betty Owen School of Nursing Practical Nurse Program (El Dorado) until the year 2009.

Granted approval to the Arkansas Northeastern College Distant Learning Site at Paragould for the Associate of Applied Science Degree in Nursing Program.

Approved the Guidelines for Teaching Content Related to IV Therapy for Arkansas practical nurses.

Approved a Task Force for Unlicensed Assisted Personnel whose members

will include, but not be limited to, Board members Lance Black, Karen Buchanan, Darlene Byrd, Lorenda Cox, Pam Crowson, and Dan West plus Stephana Loyd, Lepaine McHenry, and Debbie Porchia. Debbie Jones will be the staff person on the task force, and Fred Knight will serve as the advisor.

Al Robertson, PCI Publishing, presented the ASBN with two checks, one for \$1118 and one for \$1000, for the Nurse Scholarship Fund. He also updated the Board on the success of the Nursing Expo. The 2004 Expo will be December 4.

BOARD MEETING DATES

May 12 Disciplinary
May 13 Business

June 9 Disciplinary
June 10 Disciplinary

August 11 Disciplinary
August 12 Disciplinary

The public is invited to attend ASBN Meetings. Groups of more than five should contact LouAnn Walker at 501.686.2704

important information

OFFICE LOCATION / TELEPHONE NUMBERS / OFFICE HOURS

University Tower Building
Suite 800
1123 South University
Little Rock, AR 72204

Phone: 501.686.2700
Fax: 501.686.2714
Verifications: 501.682.2200
Website: www.arsbn.org

Office Hours
Monday thru Friday:
8:00—12:00, 1:00—4:30

STAFF

Faith A. Fields, MSN, RN
Executive Director
Phyllis DeClerk, RN
Director of Nursing Practice
Deborah Jones, RN, MNsc
Assistant Director of Nursing Practice
Fred Knight, JD
General Counsel
Georgia Manning Lewis, MN, RN
Director of Advanced Nursing Practice
Ruthanne Murphy
Attorney
Ed Sweeten
Information Systems Administrator

Sue Tedford, MNsc, APN
Director of Nursing Education
Calvina Thomas, RN, PhD
Assistant Director of Nursing Education
Darla Erickson, CPA
Director of Accounting
Margie Brauer
Licensing Secretary
Naomi Bryant
Examinations/Endorsements Coordinator
Bernice Colston
Advanced Practice Secretary/Editorial Assistant
Lori Gephardt
Accounting Assistant

Patty Smith
Data Entry Secretary
Mary Stinson
Education Secretary
Leslie Suggs
Disciplinary Assistant
LouAnn Walker
Executive Assistant
Nancy Walker
Licensure/Renewals
Cheree Williams
Receptionist/Cashier

LOST OR STOLEN LICENSE

A listing of all lost or stolen licenses can be found at www.arsbn.org. All reissued licenses will have duplicate stamped on them. Employers are urged to inspect the original license from a job applicant and verify the nurse's identity with a photo ID.

Jefferson Regional Medical Center

By Lisa Rowland • Advertising/Promotions Specialist • JRMCM Marketing Department

THERE'S NEVER BEEN a better time to join the nursing staff at Jefferson Regional Medical Center (JRMCM) in Pine Bluff.

"We have a wide variety of staffing options including many areas of specialty care, we're making technological advances that are unequaled in Southeast Arkansas, and we have a new salary schedule that is more competitive than ever before," says Louise Hickman, BSN, RN, MA, CLNC, CCP, Vice President of Patient Care Services at JRMCM.

Licensed for 471 beds, JRMCM is a non-for-profit public hospital that serves 280,000 people in eleven South Arkansas counties. The hospital features a cardiac cath lab, surgical services including neurosurgery and open heart surgery, an Emergency Department with a Level 2 trauma center, a state of the art diagnostic imaging center, a fully equipped rehab center, physical and occupational therapy, a full range of women's/maternal services and its own school of nursing. And caring for patients in all those

areas is a highly skilled, compassionate staff of approximately 400 nurses.

"Considering our central location and the number of small communities within driving distance, JRMCM has quickly become the regional referral center of choice in South Arkansas," Mrs. Hickman says. "Our census is always high and our nurses give 110% while they're on duty. Therefore, we work equally as hard to make their jobs as efficient as possible."

One new project that will simplify the daily nursing routine is the addition of the Eclipsys medical documentation system. "JRMCM is currently in Phase 2 of an implementation process that will computerize order entry and clinical documentation," says





Patrick Neece, Project Manager at JRMC.

"Automating these processes will save our nurses many hours of paperwork and allow the most current information, including patient results and physician orders, to be available at the patient's bedside."

JRMC has also recently implemented a new salary plan that offers flexible scheduling and an extremely competitive pay scale. "Nurses can choose the work schedule that best fits their individual needs, and know that they will be generously compensated for it," explains Patricia Jackson, RN, JRMC's Nurse Recruiter. "The newly graduated RN can start at up to \$20 an hour, and new LPNs can begin their careers at up to \$14 an hour. There is also a shift differential of up to 18%, a weekend differential of up to 30%, and incentive bonuses of up to \$5,000 for RN's and up to \$1,000 for LPNs."

After six months of hospital experience, nurses are also

eligible to participate in JRMC's in-house agency, which offers flexible scheduling. Referral bonuses are available for nurses who bring others into JRMC's family-like atmosphere.

Other benefits include three choices of medical insurance plans, two prescription drug plans, dental and vision coverage, life insurance, 401-K savings and retirement, and tuition reimbursement. And JRMC's on-site daycare facility makes it easier for working parents to provide affordable, convenient childcare while they are on the job.

"We want our nurses to provide the best care possible for their patients," says Louise Hickman, "and in turn, we do our best to care for them as employees."

For more information on nursing opportunities at JRMC, contact Nurse Recruiter Patricia Jackson at 870-541-7774. To browse through current job openings, log on to www.jrmc.org. Click on Resources, followed by Job Opportunities. To apply for a position online, click on Resources, followed by Employment Application.



Arkansan Bids Farewell To An Old Friend

Everybody likes a quitter. If that sounds somewhat backwards, just spend a minute with John Dodds, and you'll begin to see the upside to that statement. When it comes to cigarette smoking, one could say that this Camden native is an expert in his field.

Dodds began his smoking career at the tender age of 16 for the wrong, but very common, reason — peer pressure. In 1967, the United States was in the midst of a new era of freedom. Young teens were self-proclaimed adults. What better time to experiment with tobacco? It was legal, easily accessible and very adult-like.

"What seemed so cool at first, quickly became a habit and eventually an addiction I couldn't break free from," Dodds said. Thirty-six years, 1,872 weeks and more than 13,000 days of doing something over and over again, that would be hard to change. He shared that he smoked up to one and a half packs, or 30 cigarettes, per day. That averages to more than one each hour.

Dodds' story is not that different than those of thousands of Arkansans who smoke today. He tried to quit. Numerous times. In fact, he tried about everything in the book. But, here's where his story took an important turn. Thanks to a 1997 newspaper article listing proposed spending efforts of the state's portion of the Master Tobacco Settlement dollars, now known as the Tobacco Prevention and Education Program (TPEP), Dodds called it quits. He said, "I remember reading that and

thinking, 'Now this is the best thing the state could ever do with that money', so I voted for it."

Since then, TPEP has implemented the nine Best Practices outlined by the Centers for Disease Control and Prevention through the Stamp Out Smoking (SOS) campaign and other initiatives. And they are working. One such example of dollars at work is the SOS Quitline introduced in January 2003. The Mayo Clinic administers a toll-free hotline available 24/7 to all Arkansans interested in quitting tobacco use. Last year alone, 12,000 people called the Quitline and 2,000

of them were successful in quitting.

Dodds called 1-866-NOW-QUIT on January 17, 2003, and proudly celebrates that day as his Quit Day. "I had already made up my mind that I wanted to quit. I didn't feel good, and I knew I wasn't healthy. I'm

only 52 years old. I want to live to be a hundred," he said.

When asked about his Quitline experience, he reported, "I was impressed with the counselors and how knowledgeable and helpful they were." He went on to say how he felt their sincerity, "...like they really wanted to help me through this." Dodds received ongoing counseling

"If I could say one thing to kids, it's simple. Don't start."

and a round of patches to help break his addiction.

He stayed smoke-free until the holidays. He became extremely stressed as the season arrived and was reminded of his mother's death exactly one year prior. These are very real obstacles and can be hard to overcome. He admitted to a six-week relapse, but then realized why he had stopped before—to live a long, healthy life. The great thing

for him was still having the Quitline. He is still in contact with his counselor.

"If I could say one thing to kids, it's simple. Don't start," Dodds said. "It's not worth it. Think about the poisons you'd be putting in your body. And, think of the money you'll save for more fun and important things. Think about your future."

That's a message that most any young person could relate to. And, with the cost of a pack of cigarettes now between \$4-5, Dodds is saving about \$2,000 a year. Not bad for a quitter.

John Dodds is living proof that one can stop smoking cigarettes with determination, willpower and commitment. And, he has credited much of his success to a strong support system of friends, family and his Quitline counselors.

Still think nobody likes a quitter?

For more information on the SOS campaign, visit the campaign web site at www.stampoutsmoking.com.





APN Q&A

Q I have read through the *ASBN Rules and Regulations* Chapter Four and cannot find where it mandates that I have 10% of my medical records reviewed by my collaborative physician. A coworker questioned this practice, and now I am wondering why we set it up this way.

A *ASBN Rules and Regulations* Chapter Four Section VIII.A.6. states that you must have a

Q I recently obtained my DEA number. I remember that the *ASBN Rules and Regulations* say I should do something with this number, but I can't remember exactly how to report it to the Board.

A You are correct that you must notify the Board of your DEA number. *ASBN Rules and Regulations* Chapter Four Section VIII.D.3.c. reads, "The APN shall file his/her DEA registration number with the

Q Can an APN pronounce death if so directed by the collaborating physician?

A Arkansas law only provides for hospice nurses to pronounce death on hospice patients.

Q Taking into account one's recognized certification, what is the appropriate way to list one's title for display to the public on nametags, business cards, and so forth? Does the APN title cover all or should the certification also be listed (APN, ACNP)?

A Some of this is a matter of preference. *ASBN Rules and Regulations* Chapter Four Section VIII.E. states, "All written prescriptions issued by the APN shall contain the name of the client, and the APN's name, telephone number, signature with the initials 'APN'...." This is the only requirement listed in the APN chapter. In Chapter One, it says that you are required to wear an insignia to identify yourself by name and appropriate legal title or abbreviation during times when providing health care to the public for compensation. It is most important to use and display your legal titles that include APN, ANP, CRNA, CNS, and CNM. (Failure to display the appropriate insignia to identify the nurse during times when the nurse is providing health care is listed under unprofessional conduct.) Adding your certifications after your legal title would certainly be acceptable.



provision for quality assurance in your collaborative practice agreement. That plan is what you and your physician decide — you are expected to follow whatever you say that you are going to do. There is no requirement that a certain percentage of records be reviewed.

Board upon receipt." Failure to notify the Board of your DEA number is a violation of the *Rules*. You may fax the DEA registration certificate to the Board at 501.686.2714. Please rewrite the DEA number if it is not legible enough for facsimile transmission.



WEST MEMPHIS, ARKANSAS

"We are caring people serving our community with compassion, integrity, and excellence."



- ◆ 72 Hour full time status
- ◆ LPN 20/20 program (get paid to go back for your RN education)
- ◆ In house agency
- ◆ PRN shifts available
- ◆ Sign on bonuses
- ◆ RN Weekend Option: Fri/Sat nights 7P & Sat/Sun days 7A
- ◆ Free CEU accredited educational programs available on campus

For more information about employment opportunities, call 870-735-1500, ext. 1277 or email us at:

Beccawinter@midsouth.rr.com

EDUCATING ARKANSANS FOR OVER 80 YEARS



Visit us at
baptist-health.com
or call us at
501-202-6200 or
1-800-345-3046

Ask us about our

LPN/LPTN to RN Accelerated Program



Baptist Health

SCHOOLS OF NURSING
AND ALLIED HEALTH

11900 Colonel Glenn Road
Little Rock, AR 72210

ASBN Approved NLN Accredited

HICE

Factory Direct Scrubs

800-752-4927

Jackets • Tops • Bottoms



Solids and Prints
\$10—\$14 Each

HICE SEWING

14630 Section Line Rd.
Elkmont, AL 35620

Visa / Mastercard / Discover/American Express
Money Order / Cashiers Check

web site: www.hicesewing.com
e-mail: info@hicesewing.com

Caring for what matters most...



No matter where you call home.

www.arfb.com

1-800-863-5927





Tort Reform

Have you wondered what all this talk of tort reform is about? Tort is a legal term of French origin that implies wrongful injury. Cases brought under a tort theory are ones where someone is injured as a result of something someone else did. Now obviously this can cover a multitude of injuries. Some examples are simple, direct interference with a person such as assault, injury to someone's reputation, or something as complex as medical malpractice or a negligence injury. The medical malpractice statute in Arkansas states that the injured party must prove a medical care provider gave care that is below the accepted standard of care in the same or similar location and it must be the direct or proximate cause of the harm to be called malpractice. I can tell you this is a very difficult standard to prove, and the plaintiff must bring in doctors and nurses to testify about what the standard of care should be and to educate the jury about medicine and the standard of care.

Tort reform is a movement to limit damages awarded by the courts in civil lawsuits. Tort reforms so far have typically focused on controlling how much money injured people should receive from physicians and the hospitals that allegedly hurt them. Nursing home negligence and resident's rights followed closely behind in an effort to limit damages these people can receive.

Quickly let's look at medical malpractice or negligence in this state. We have really had very little medical litigation in this state compared to many others. Although considered high by some, malpractice premiums in Arkansas are among the lowest in the nation, and large malpractice payments to injured patients are rare and declining, according to statistical data. Most legitimate cases eventually settle without going to trial because

the physician, the hospital, or the malpractice carrier doesn't want to risk exposure to a jury. In this state, eighty-five percent of cases that actually make it to the courthouse are won by the physicians and hospitals, not the plaintiffs.

Individuals in favor of tort reform would say that the economic consequences of such heavy tort costs are considerable. First, individuals suffer directly by having less disposable income than they would otherwise due to higher premiums for automobile and other forms of insurance. Second, individuals suffer indirectly when businesses, forced to pay higher premiums for product liability and other forms of insurance, raise their

Tort reform is a movement to limit damages awarded by the courts in civil lawsuits.

prices on goods and services. Third, when businesses have to charge higher prices, they do less business than they would otherwise, which in turn slows down job expansion and economic growth. Individuals bear the brunt of this economic slowdown in the form of lower wages and fewer jobs. Finally, increasing litigiousness discourages businesses and individuals from taking risks, which means that fewer new products are brought to market and new technologies are either delayed or forgone altogether. (Joint Economic Committee Study, March 1996.)

Individuals opposed to tort reform would say that if an individual is injured, the punishment should fit the situation and that there should not be limits set on what that punishment should be. The legal system fears that

trying to limit what an injured party can be awarded by a jury would hobble our justice system. Many of the people who bring these types of lawsuits are buried under mountains of medical bills and lost wages and certainly don't have the funds to hire a lawyer to file a case for them. Most of these cases are brought on a contingency fee basis — the lawyer fronts the cost of the lawsuit and then takes a portion of the settlement funds for their expenses and their fee. No amount of money makes up for the loss of a person's life, the loss of their eyesight, or their child being born with cerebral palsy. However, those funds recouped in a lawsuit help that family survive without a parent or

raise a child who must always be in a wheelchair and who constantly needs care from another human being. The legal system believes that this family is entitled to whatever a jury feels is right. It isn't a perfect system, but it has been in place for over 200 years and has many built-in safeguards that most of the general public are totally unaware of. A big fear is that if we do away with contingency fee lawsuits for harmed persons, we have effectively shut the court house doors to many people.

There is no way to do justice to either side's arguments in such a small space, but tort reform isn't dead, and we will continue to hear heated arguments on either side. Perhaps this short view will help you form a more informed opinion.

Audits: Are You Ready?

The phrase "mandatory continued competency requirements for license renewal" has caused anxiety for many Arkansas nurses. Continuing education is not something new. Nurses have been participating in continuing education activities for years. The only difference now is that each nurse must demonstrate that they have met the continued competency requirements at each license renewal period.

How does the Board know if the continued competence requirements are met by the time of renewal? A renewal form is mailed to every nurse the month prior to expiration of the license. The form has the statement, "I affirm that the contents of this document are true and

correct to the best of my knowledge and belief, and that I have met the continuing education requirements

Individuals not meeting the requirements are issued a Letter of Reprimand and fined \$50 per contact hour not obtained.

for license renewal." In order to renew the license, the nurse must attest to having met one of the following requirements for continued competency:

- completion of fifteen (15) practice-focused contact hours,
- completion of an academic course in nursing, or
- certification or recertification by a national certifying body recognized by ASBN.

Falsification of the renewal form is grounds for discipline against the nursing license.

The Board of Nursing is monitoring compliance with the continued competence requirements by conducting random audits. Each individual selected for audit is mailed a notice to the address on the renewal form. A work history for the past two years and proof of meeting the requirements is to be submitted within 30 days. Individuals not meeting the requirements are issued a Letter of Reprimand and fined \$50 per contact hour not obtained. Failure to pay the fine and/or meet the continued competency requirements will result in additional disciplinary action for noncompliance.

Of the nurses audited thus far, 40% had not met the continued competency requirements at the time of renewal. These nurses had attested on the renewal form that they had met the continued competency requirements but actually had not met the requirements until after the licenses were renewed. Therefore, a Letter of Warning was issued to each of them for violating the *Nurse Practice Act* ACA §17-87-309 (a)(1), "Is guilty of fraud or deceit in procuring or attempting to procure a

Rebsamen Medical Center, Inc. is a 113 bed acute care hospital centrally located in Jacksonville, Arkansas. RMC offers an opportunity to enjoy a rewarding career providing quality healthcare to the families in our community.

REBSAMEN
MEDICAL CENTER

*Our Family Taking
Care of Your Family*

Please fax your
resume to
501-985-7423.

For a current job listing
or to submit an application
visit our website at
www.rebsamenmedicalcenter.com.

For more information or to
schedule an appointment
please call 501-985-7267
or 501-985-7046.



by Sue Tedford

Director of
Nursing
Education



REQUIRED DOCUMENTS

Contact Hours Option	Certification Option	Academic Option
Certificate(s) of attendance which include: <ul style="list-style-type: none">• name of licensee.• title of educational activity.• date of activity.	Certificate which includes: <ul style="list-style-type: none">• name of licensee.• name of certifying body.• date of certification.• date of certification expiration.	Copy of transcript which includes: <ul style="list-style-type: none">• name of licensee.• name of institution/ school.• date of attendance.• name of course.• grade & number of credits received for course.

license to practice nursing.”

To date, eight (8) nurses have failed to provide proof of meeting the continued competency requirements. They were each fined (\$50.00 per contact hour not obtained) and

issued a Letter of Reprimand.

Remember, a Letter of Reprimand is formal discipline on the nursing license, is reported to the national data bank, and will always be a part of your record.

Nursing knowledge quickly becomes obsolete, and nurses cannot provide safe, competent patient care without keeping up with all of the changes. Continuing education is designed to assist in maintaining competence by increasing the knowledge and skills in this rapidly changing field. Continuing education activities are not difficult to find. The major nursing journals have continuing education articles in each edition, and there are many websites available on the Internet. There are many workshops offered around the state.

The ASBN webpage, www.arsbn.org, has information on different continuing education activities. There is a list of websites that meet the ASBN guidelines, a partial list of workshops around the state, and a list of certifications that are accepted for the continued competency requirements. The list of *Approved Approval Bodies* can also be found on the webpage.

See Approved Approval Bodies For Continuing Education on page 25

ASBN WORKSHOPS

The Arkansas State Board of Nursing and the Arkansas Nurse's Association (ARNA) are working together again this year to present workshops around the state. Additional information about each workshop can be found on the ASBN webpage, www.arsbn.org.

Nurse Manager and the Law

May 19 North Little Rock, Pulaski Tech College

Know Your Nurse Practice Act: Nursing Practice 2004

May 21 Fort Smith—Shuffield Education Center
September 16 Harrison—North Arkansas Regional Medical Center
October 8 Jonesboro—St. Bernard's Auditorium
November El Dorado—Date and Place Pending
December 1 Little Rock—St. Vincent's Center for Health Education

Practicing Nursing Without a License

You have just called Dr. Smith's office to report a change of condition in Ms. Jones. Dr. Smith's "nurse" relays your report to Dr. Smith and returns with orders to be added to the

medical record. Do you know the "nurse" with whom you are talking? Do you know if all individuals calling themselves "nurses" do indeed hold a license to practice nursing?

You take yourself or a family member to see a doctor. The doctor orders medication to be administered in the office. Do you know if the person administering the medication holds a license to practice nursing?

The *Arkansas Nurse Practice Act* A.C.A. §17-87-104 protects the titles nurse, LPN, LPTN, RN, APN, ANP, CRNA, CNM, CNS, NP, RNP, and any other name, title, or initials that would cause a reasonable person to believe the user is licensed as a nurse. To use any of these titles without holding a nursing license is practicing nursing without a license. The *ASBN Rules and Regulations* Chapter One Section III. requires all persons licensed to practice nursing to wear an insignia with name and appropriate legal title or abbreviation when providing health care for compensation. The insignia must be prominently displayed and clearly legible such that the person receiving care may readily identify the type of nursing personnel that is providing the care.

No other person shall assume any other name, title, or abbreviation or any words, letters, signs, or devices that would cause a reasonable person to believe the user is licensed to practice nursing.

The *ASBN Rules and Regulations* Chapter Five on Delegation prohibits nurses from accepting orders relayed through an unlicensed person. Nurses need to be aware of the individual's licensure when accepting verbal or telephone orders. This chain of receiving the order is to be documented in the medical record. One acceptable method is to list the doctor's name/office nurse's name & insignia (LPN, RN), your name, and insignia. Do not hesitate to ask the person to state their licensure. If the person cannot assure you they hold one of the titles listed above, request that the doctor give the order directly to you.

The Attorney General issued an Opinion that supports the Board's

WALK THIS WAY . . .



THERE'S NO BETTER TIME THAN NOW TO JOIN BAPTIST HEALTH.

BAPTIST HEALTH is looking for the best and brightest caregivers in the state of Arkansas to walk this way.

We're leading the market with a new and expanded salary structure:

- Starting salary for RNs \$17.50
- New LPN Clinical Ladder
- Enhanced Weekend Option Plan
- In-House Agency RNs \$28/LPNs \$19

For information on available positions, call 202-2475, or to fill out an online application, visit our Web site at baptist-health.com.




ALL OUR *Best*

position that medication administration is the practice of nursing, and to administer a medication, one must hold a license authorizing them to do so. Specifically the Opinion states, "It is my opinion that under the *Board of Nursing Rules and Regulations*, Chapter Five (D)(3), which has now gone into effect, every prescription medication must be administered, in situations governed by the Nurse Practices Act, by a registered professional nurse or a licensed practical nurse (or by a person holding a license requiring even greater qualifications)."

Practicing nursing without a valid license is a misdemeanor. Such misdemeanor is punishable by a fine between \$25.00 and \$500.00. Each subsequent offense is punishable by fine or by imprisonment of not more than thirty days, or by both fine and imprisonment. In addition to action by the courts, the Board of Nursing may hold an administrative hearing. If the Board finds the individual guilty of practicing nursing without a license, an additional civil penalty of up to \$1,000 per day may be assessed.

Arkansas licensed nurses are required to report any violation of the *Nurse Practice Act* to the ASBN. The fact that the nurse is not the person delegating the act to the unlicensed person does not absolve the nurse of the responsibility to report. Failure to report violations or accepting orders relayed through an unlicensed person could result in charges of unprofessional conduct against the licensed nurse. If disciplined, the licensed nurse would have a flagged license forever and could be subject to fines, required courses, or other action the Board deems appropriate including the license being reprimanded, placed on probation, suspended, or even revoked.

To report violations of the *Nurse Practice Act*, send a written statement to the ASBN regarding what you have observed. Include in the letter the individual's name, title if known, name of the employer, employer's

address, and specifically, a description of the act that you feel is a violation of the *Nurse Practice Act*. Reports can be filed anonymously; however, the staff may not be able to complete the investigation if additional information is needed.

The mission of the Board of

Nursing is to protect the public. The Board fulfills that mission in part by, (1) assuring that those individuals who are held out to the public as nurses are educated and competent to perform nursing care and (2) by seeking to stop those who are illegally providing nursing.

If you're ready to make a change, you can also make a difference.

Join the family of nurses at Conway Regional Health System. We've established a higher standard of care for our communities in Central Arkansas and need more nurses to meet this growing demand. You'll provide the special care our friends and families have come to expect.

We invite you to work where you can make a difference in the life of your patients and advance in your career.

Join our team of professional nurses that deliver the kind of care that has helped make our patient satisfaction scores some of the highest in the nation.

Human Resources: 501-513-5311
Nurse Recruitment: 501-513-5410
Available Positions: www.conwayregional.org



2302 College Avenue
Conway, AR 72034
EOE



Nurses are key to safe and effective health care

AFMC's resources can help

With the current emphasis on patient safety and health care quality, the nurse's role has never been more important — or more challenging. Today's nurses are in a unique position to help ensure that critical steps in the health care process are not missed and that patients are appropriately and thoroughly educated about their role in maintaining their own health.

The Arkansas Foundation for Medical Care is here to help. For more than 30 years, AFMC has been working to ensure that Arkansans receive the safest and most effective health care possible. As Arkansas' quality improvement organization for Medicare and Medicaid, AFMC works with health care providers to search for ways to improve care, often by making small changes that can save lives, prevent or manage illness, or help control costs. We also work to educate the general public through educational campaigns and publications. We can help nurses meet today's challenges with free tools and resources to support communication, education, and quality improvement. Here are a few ways we can help:

- **Educational outreach.** AFMC's Quality Improvement team members are available for onsite visits and phone consultations. They can also organize workshops with CE available on a wide range of topics, such as diabetes care, heart failure, or childhood immunization.
- **Valuable data.** AFMC provides Medicare and Medicaid data reports, recommended standards for care, and information about new resources. To view Arkansas data, go to www.afmc.org/arkansasstats.
- **Help in improving care delivery.** AFMC's QI staff members visit health care facilities across

the state to review current systems for delivering care. If your quality improvement efforts have stalled, our staff can help identify new opportunities to promote effective system changes. AFMC offers continuous support and is available for consultation while you test each change.

- **Intervention tools.** AFMC provides numerous intervention tools, including brochures for patients, colorful and educational posters for clinics and offices, chart labels to remind clinical staff to screen or immunize patients, referral cards, flow sheets to help determine treatment, and data collection tools such as an outpatient measures tracking form. For a complete list of tools, visit www.afmc.org/tools and order online.

- **Continuing education.** AFMC offers several ways for nurses and other professionals to earn CE credit. One current offering is our self-directed CE manual, Community-Acquired Pneumonia: Guideline-Recommended Care. The manual and post-test are available on-line. Log on to www.afmc.org and click on "CE/CME" near the top of the screen for more information about this and other opportunities.

AFMC would like to partner with ASBN and nurses throughout Arkansas. Working together, we can help create a healthier, safer health care system for all Arkansans. For more information about AFMC's free resources, contact the Health Care Quality Improvement Team at 877.375.5700 or visit us online at www.afmc.org.

NURSE

WHILE CONTINUING THEIR
EDUCATION, OUR NURSES GET A LOT:
RESPECT, SKILLS, PAYCHECKS.

Few nurses can say they have served their country while tending to their patients. Our nurses do every day. And our nurses are paid to get training in new and advanced medical areas. If you join the United States Air Force, you could receive over \$27,000 for college and student loan repayments or a \$10,000 sign-on bonus. To learn more about Air Force nursing, please visit AIRFORCE.COM or call 1-800-423-USAF to request more information.



U.S. AIR FORCE
CROSS INTO THE BLUE



IF YOU'RE A NURSE, YOUR JOB SEARCH IS OVER!

Look no further than **St. Bernards Medical Center**—Arkansas' only Employer of Choice® to building a rewarding and interesting nursing career.

We're proud to be one of just nine organizations in the country to be recognized with the prestigious Employer of Choice® award from nationally-recognized employee retention and workplace experts. The honor commends **St. Bernards** for our outstanding ability to attract, optimize and retain top talent.

While nursing jobs are plentiful right now, we appreciate the value of our extraordinary employees and invite you to learn more about the exceptional nursing opportunities available **Right Here at St. Bernards.**

- NEW SALARY STRUCTURE
- WEEKEND OPTION PLANS
- WEEKDAY ONLY PLANS
- STAFF SUPPORT


**ST. BERNARDS
 MEDICAL CENTER**

**ARKANSAS' ONLY
 EMPLOYER OF CHOICE®**

RIGHT HERE AT ST. BERNARDS

CONTACT US ABOUT
 BECOMING A NURSE

**FOR ARKANSAS' ONLY
 EMPLOYER
 OF CHOICE®!**

870-972-4123

BETH MURFF
bmurff@sbrmc.org

JONESBORO — A Unique Place To Call Home

Situated along the gently rolling terrain of Crowley's Ridge in Northeast Arkansas, Jonesboro is one of the state's fastest growing cities, offering an unrivaled quality of life. Within an hour's drive of the big-city amenities of the Memphis metropolitan area, Jonesboro avails a relaxed family-friendly atmosphere. The city enjoys all of the benefits of a college town as home to Arkansas State University. With progressive leadership, great schools, cultural opportunity, low crime, low cost of living and plenty of shopping, one visit will have you wanting to call Jonesboro home.

www.stbernards.info

e LEARNING

for the Nursing Community



Sign up for a course at anytime, directly online.

You decide when and where to study.

All CE courses are \$10-22 and worth 2.0-6.9 CE credits.

CE courses for nurses at learningext.com



Disciplinary Actions



Documentation



Ethics of Nursing Practice



Medication Errors



Nurse Practice Acts



Professional Accountability & Legal Liability



Sharpening Critical Thinking Skills

Approved Approval Bodies For Continuing Education

When considering a continuing education activity, the brochure or information about the activity will list the organization that is the approving body. The Board of Nursing will accept continuing education approved by the following bodies PROVIDED that the appropriate documentation and contact hour assignment has been made. This list will be updated as needed.

- All State Boards of Nursing
- Academy of General Dentistry
- Academy of Medical-Surgical Nurses
- Accreditation Council for Continuing Medical Education (ACCME)
- Alabama State Nurses Association
- Alaska Nurses Association
- American Academy of Nurse Practitioners
- American Association of Diabetes Educators
- American Association of Occupational Health Nurses, Inc.
- American Association of Respiratory Care [\[www.aarc.org\]](http://www.aarc.org)
- American College Health Association
- American College of Nurse-Midwives
- American Holistic Nurses Association
- American Nephrology Nurses Association

**American Nurses Credentialing Center—Commission on Accreditation (refer to link)*
 ANCC accredits many providers of CONTINUING EDUCATION. For a complete list of ANCC accredited providers of continuing education go to <http://nursingworld.org/ancc/accred/accredorg/allorgs.htm>

- American Society of Ophthalmic Registered Nurses
- American Society of PeriAnesthesia Nurses
- American Society of Plastic and Reconstructive Surgical Nurses, Inc.
- American Society of Radiologic Technologists
- Arizona Nurses Association
- Arkansas Nurses Association
- Association of PeriOperative Registered Nurses, Inc.
- Association for Professionals in Infection Control and Epidemiology, Inc. (APIC)
- Association of Rehabilitation Nurses
- Association of Surgical Technologists
- Association of Women's Health, Obstetric and Neonatal Nurses (AWHONN)
- Colorado Nurses Association
- Connecticut Nurses Association
- Continuing Education Coordinating Board for Emergency Medical Services
- Delaware Nurses Association
- Dermatology Nurses Association
- Emergency Nurses Association [\[www.ena.org\]](http://www.ena.org)
- Georgia Nurses Association, Inc.
- Indiana State Nurses Association
- International Association for Continuing Education and Training
- Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)

- Louisiana State Nurses Association
- Maine State Nurses Association
- Maryland Nurses Association, Inc.
- Massachusetts Nurses Association
- Minnesota Nurses Association
- Mississippi Nurses Foundation, Mississippi Nurses Association
- Missouri Nurses Association
- Montana Nurses Association
- National Association of Board of Examiners of Long Term Care Administration (NAB)—National Continuing Education Review Service (NCERS)
- National Association of Orthopaedic Nurses
- National Association of Pediatric Nurse Practitioners
- National Association for Practical Nurse Education and Service, Inc. (NAPNES)
- National Board of Certified Counselors [\[www.bncc.org\]](http://www.bncc.org)
- National League for Nursing [\[www.nln.org\]](http://www.nln.org)
- National Association of Social Workers [\[www.naswdc.org\]](http://www.naswdc.org)
- Naval School of Health Sciences
- Nebraska Nurses Association
- New Hampshire Nurses Association
- New Jersey State Nurses Association
- New York State Nurses Association

- North Carolina Nurses Association
- North Dakota Nurses Association Continuing Nursing Education Network
- Office of Long Term Care (Arkansas)
- Ohio Nurses Association
- Oncology Nursing Society
- Pennsylvania Nurses Association
- Radiation Control and Emergency Management—AR Department of Health
- Rhode Island State Nurses Association
- Society of Gastroenterology Nurses and Associates
- Society of Urologic Nurses and Associates, Inc. (SUNA)
- South Carolina Nurses Association
- Tennessee Nurses Association
- Texas Nurses Association
- United States Air Force Nurse Corps
- United States Army Nurse Corps Approval Unit
- Academy of Health Sciences—U. S. Army
- Utah Nurses Association
- Vermont State Nurses Association, Inc.
- Virginia Nurses Association
- Washington State Nurses Association
- West Virginia Nurses Association
- Wisconsin Nurses Association, Inc.
- Wound Ostomy & Continence Nurses Society

A Profession of Care

Professional service in Arkansas nursing homes is now more rewarding than ever.

Arkansas nursing homes are improving direct patient care through trained and certified professionals who are career oriented. These licensed, registered and certified nursing professionals continue to earn increased salaries helping make their work more rewarding than ever.

Total Direct Care Salaries Per Facility
(Annual Per Facility Average)

Year	Total Direct Care Salaries Per Facility (Annual Per Facility Average)
2000	\$806,145
2001	\$843,777
2002	\$950,808
2003	\$1,069,375

Learn more about a nursing career in the long-term care profession. For more information, contact your local area nursing home, or log-on to:

www.arhealthcare.com

Direct care positions include RNs, LPNs, CNAs, Directors of Nursing, Assistant Directors of Nursing, Therapists and Rehabilitation Nurses Aides.

Disciplinary Actions—January, February 2004

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 ACA §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).

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

PROBATION

Allwhite, Dana Nicole
R55908, Dyess
(a)(4)&(6), CP \$850

Bailey, Stephanie Annette Ledbetter Mims
L40070, Jacksonville
(a)(4)&(6), CP \$750

Baty, Sheila Jeanette
L27428, Harrisburg
(a)(4)&(6), CP \$800

Bean-Huffman, Wanda May Worrell
R54452, Bokoshe, OK
(a)(2),(4)&(6), CP \$900

Bearden, Carole Jean McWilliams
L14235, Ashdown
(a)(4)&(6), CP \$700

Browning, Melissa Ann
L31133, McCrory
(a)(4)&(6), CP \$750

Carter, Phyllis Lynne Carter Parette Tinkle
R28884, A01055, P01100, Pine Bluff
(a)(6), CP \$800

Cawthon, John Wesley
R67012, Bentonville
(a)(4)&(6), CP \$1500

Christiansen, Retha Joann
L35093, Rogers
(a)(4)&(6), CP \$800

Collier, Melissa Kay McDowell
L32724, Booneville
(a)(6), CP \$500

Denton, Sheri Annette Milam Fulton
R31075, Little Rock
(a)(4)&(6), CP \$700

Draper, Rebecca Denise Helms
R43026, Malvern
(a)(6), CP \$800

Franks, Janet Lee Hess
R52712, Wynne
(a)(6), CP \$400

Green, Amber Celeste Maxey
L35527, Farmington
(a)(4)&(6), CP \$700

Herring, Kimberly Leann Baxter Bagwell
R52262, Jonesboro
(a)(4)&(6), CP \$900

Ivie, Bobbie Deneice Mitchell Rader
R44427, L24534 (exp), Bradford
(a)(6), CP \$800

Jones, Tami Lynette Moore Hunt
L28957, Atkins
(a)(6), CP \$500

Knight, Laurie Leigh Baker
R54464, Bentonville
(a)(2)&(6), CP \$1000

Luker, Summer Dawn Edds
L40939, Hot Springs
(a)(6), CP \$800

McDonald, Janie Elsie
R01609, Benton
(a)(2)&(6), CP \$500

McKown, Patricia Louise Freasier
L06818, Beebe
(a)(6), CP \$600

Minton, Charlotte Michelle Ledbetter Thew
R50088, Hot Springs
(a)(4)&(6), CP \$800

Moore, Jennifer Ilene Terry
L36457, Paragould
(a)(4)&(6), CP \$500

Moore, Larry Ross
L31368, Story
(a)(6), CP \$500

Munyon, Andrea Michele Brumbley Nixon
R63658, Hindsville
(a)(4)&(6), CP \$900

Newton, Leann Dickson
L32051, Pearcy
(a)(6), CP \$800

O'Neal, Mary Frances Platz
L28498, Lake City
(a)(6), CP \$800

Osburn, Elizabeth Anne Barlow
L29576, Alma
(a)(4)&(6), CP \$750

Pitchford, Ezra
L35040, Dyer
(a)(4)&(6), CP \$700

Reedy, Lisa Jo Norton
R55359, Bauxite
(a)(4)&(6), CP \$600

Richardson, Terri Diane Bailey
R33103, L18415 (exp), Redfield
(a)(4)&(6)&(9)

Staats, Dawn Peterson
R37290, Benton
(a)(4)&(6), CP \$600

Smith, Margaret Elaine
R39171, Little Rock
(a)(4)&(6), CP \$800

Taul, Susan Kathryn Mott
L38738, Little Rock
(a)(4)&(6), CP \$800

Thompson, Florence Elaine Marks
R31934, Little Rock
(a)(6) CP \$700

Whiteley, Elsie Lynn Cone
L33349, Springdale
(a)(4)&(6) CP \$600

Willis, Connie Elizabeth
R16575, Benton
(a)(4)&(6), CP \$1000

York, Barbara Jean Wolford
L32803, Heber Springs
(a)(4)&(6), CP \$800

SUSPENSION

El, Carolyn Bey
R36543, Pine Bluff
Probation Non-Compliance
CP \$1000

Foster, Janis Ellen Poynor
L27867, Jonesboro
Probation Non-Compliance
CP \$500 plus \$87.50

Home, Carrie Marie Brasuell Hamby
Thompson
R37978, Van Buren
Probation Non-Compliance
CP \$1200

Landrum, Dianna Lynn Mosher
R51236, North Little Rock
Probation Non-Compliance
CP \$1000 plus \$175.00

Loveless, Lauren Elizabeth Goodloe
R29027, Little Rock
Probation Non-Compliance
CP \$1000 plus \$300.00

McClain, Jeffrey Todd
L27002, Lonoke
Probation Non-Compliance
CP \$1500

Olson, Roger Lee
R54033, Fayetteville
Probation Non-Compliance
CP \$1000

Parker, Ramona Ann Potter
R29214, Jonesboro
(a)(4)&(6) CP \$2500

Robinson, Shannon Dorcus Steffy
L37901, Fort Smith
Probation Non-Compliance
CP \$1437.50

VOLUNTARY SURRENDER

Allen, Peggy Lorene Bryson
R55323, Hot Springs

Champlin, Cynthia Sue Dilbeck
L39623, Benton

Daniels, Lou Ann
R52122, Fort Smith

Medrano, Nora Elliott
L28006, Greenbrier

Rousey, Jeannie Ann Westbrook Masterson
L31940, Farmington

Spears, Toni Leigh Winter
R56283, Jacksonville

Staires, Nita Louise Staires Gant
L25411, Marmaduke

REINSTATEMENTS

Delaney, Linda Ann Booth Cox
L35948, Ashdown

Prieur, Reba Ann French
R20081, Little Rock

Richardson, Terri Diane Bailey
R33103, L18415 (exp), Redfield

REPRIMAND

Fortin, Jacqueline Annette Paterson Cady
R39960, L26430(exp), Benton

Palmer, Cheryl Lynn
L35028, Little Rock

REVOCAION

Baglio, Sean Michael
L28357, Newark (a)(2),(6)
& ACA 17-87-312 (f)(10)*

PROBATIONARY STATUS REMOVED

Denson, Rhonda Jeyne Stephenson Stewart
R35418, Jacksonville

Gyce, Donna Harris
L34537, Pine Bluff

Lazerus, Jerry Wayne
R28178, C00450, Arkadelphia

Odom, Anita Gail Mitchell
R35376, L22623, Bauxite

Ozment, Glenda Lynn Adams Hall Bateman
R55990, L13646 (exp), Banks

Strickland, Ruthann Grimsley
R13164, Bentonville

Swaim, Karen Sue Draper Standifer
R68187, L35476, Malvern
Wooton, Ivette Gierbolini
R52361, L30403 (exp), Fayetteville

WAIVER GRANTED

King, Dennis Wayne
R66179, Jonesboro

Vaughn, Julie Denise Brooks
PN Applicant, Charleston
Permission to take NCLEX-PN®

ASBN HOT CHECKS NOTICE

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 Darla Erickson at 501.686.2705 if any are employed in your facility.

Bradley, Rosa Marie	L16658
Hughes, Kelley Lynn	L34380
Long, Debra Ann	L25461
Shaheed, Nathan	T01220
Sivils, June Elizabeth	L30290
Williams, Sally F.	L26287

* Battery in the first degree as prohibited in § 5-13-201.

INTERNET NURSING

Marketplace

For more information visit these advertisers on their websites or at www.thinkaboutitnursing.com

SHOPPING, SCHOOLING AND INFORMATION OF SPECIAL INTEREST FOR NURSES AND STUDENT NURSES...

HICE SEWING
FACTORY DIRECT SCRUBS
800-752-4927
www.hicesewing.com

CE's@Sea
The Ultimate Educational Experience
"CONFERENCE CRUISES"
1-800-656-3221
www.cesatsea.com

Whole House Water Purifier
How safe is your tap water? Tired of buying bottled water? Tired of bathing in chlorine?
\$2995 Call 800-340-9915 Chance Gates
email: chance@ecoquestintl.com

Ohio Nursing Law
C.E. Home-Study Program for RNs and LPNs
1-614-481-8711
www.ohionursinglaw.com



Visit our website to learn more about our million nurses!
www.thinkaboutitnursing.com

NCSBN Review for the NCLEX-RN Exam Online
National Council State Board of Nursing
www.learningext.com

REACH OVER ONE MILLION NURSES

FOR ONLY
\$ 125 PER MONTH

The Internet Nursing Marketplace will appear in all of our state boards of nursing magazines—plus your banner will also appear on our website providing a link to your website. Call today!!
1 • 800 • 561 • 4686 or 501 • 221 • 9986
email Laura Norris at: lnorris@pcipublishing.com



STATEWIDE CAREER OPPORTUNITIES

First Place
Medical Staffing, Inc.
A Division of Turnage Employment Services, Inc.

RNs • LPNs • CNAs
Radiology Technicians
Occupational Therapists
Respiratory Therapists
Surgical Technicians
Medical Receptionists
Dental Hygienists & Assistants
Orthodontist Assistants

1225 Brockenridge Drive, Suite 206
Little Rock, AR 72205
501-224-6970
501-224-5709 (fax)
Lisa@turnage-employment.com



EMPLOYMENT SOLUTIONS
STAFFING PROFESSIONALS

(501) 847-5800

2900 Horizon-Suite 18-Bryant

FAX (501) 847-5805 www.employment-solution.com

**We specialize in
Medical Staffing**

YOUR HEALTHCARE EDUCATION SPECIALIST

CPR CENTER

- BLS
- ACLS
- PALS
- PEPP
- PHTLS
- AND MORE

ON SITE AND PRIVATE COURSES AVAILABLE

THE CPR CENTER

479-785-1578

www.cprcenter.com

MEDICAL STAFFING NETWORK

**Urgent need for Critical
Care & Med-Surg
Variety of Shifts
& Facilities**



RNS - LPNS

- Excellent Benefits
- 100% Daily Pay
- Incentive Bonuses
- Per Diem & Contracts
- Direct Pay

CONTACT: Georgia Berry, RN
10110 West Markham St., Ste. B
Little Rock, AR 72205
501.227.9700
Fax: 501.227.9727

**MSN medical
Staffing
NETWORK**

www.MSNHealth.com

email: georgiaberry@msnhealth.com

Call for Your Conference
Cruise Brochure!



Your Friends & Family
Are Welcome!

...the Ultimate Educational Experience!

2004 - 2005 Conference Cruise Schedule

The 3rd Annual Healthcare Professionals Summer Conference Cruise
Friday, July 2nd - 9th, 2004
Cruise the Tahitian Islands of Papeete, Raiatea, Huahine, Bora Bora, Moorea

The 4th Annual Pharmacists & Nurses Conference Cruise
January 22 - 29, 2005 • 7-day Eastern Caribbean - Nassau, St. Thomas, St. Maarten

The 5th Annual C.E.'s @ Sea Nursing Conference Cruise
"Critical Judgements in the 21st Century"
January 29 - February 5, 2005 • 7-day Exotic Western Caribbean - Key West, Belize, Cozumel, Progreso

The 13th Annual Neonatal/Perinatal Nursing Conference Cruise
February 15 - 23, 2005
8-day Exotic Western Caribbean - Belize City, Belize; Limon, Costa Rica; Colon, Panama

The 4th Annual Healthcare Professionals Summer Conference Cruise
June, 2005
Cruise the Hawaiian Islands of Honolulu, Oahu, Hilo, Fanning Island, Kahului, Maui, Nawiliwili

Conferences Presented at an Advanced Practice Level, by the Nation's Leading Healthcare Professionals!

Imagine... your conference more...surrounded by the turquoise Caribbean Ocean! Earn 14.7 Contact Hours in 7 morning Conference Sessions held on "Fun Days at Sea!"

Don't miss the boat on our Conference Cruises!

Phone: 800.656.3221 • 513.794.9266
E-mail: cruise@cesatsea.com
Website: www.cesatsea.com

AHP ARKANSAS HEALTHCARE PERSONNEL
425 N. University, Little Rock, AR 72205

We have immediate openings for all shifts in a variety of healthcare facilities in and out of Central Arkansas.

Enjoy daily pay and flexible scheduling.

REFERRAL BONUS

Need for Critical Care and Med. Surg. Nurses.

LPN up to \$25

RN up to \$34

Call to learn more. 501-666-1825 / 800-959-4625

Ahpurses@sbcglobal.net or www.ahpnurses.com

The American Nurses Association and the Arkansas Nurses Association are proud to offer
**Caring for Those Who Care:
Preventing Injuries in
Today's Work Environment**

Earn 7.1 Nursing Contact Hours and learn how to prevent injuries in your workplace!

May 24, 2004

Little Rock, Arkansas

At the Holiday Inn Select-West Holidome,
201 South Shackelford Rd,
Little Rock, Arkansas
Located at the intersection
of I-430 and I-630.

REGISTER TODAY!

Space is limited. Call Arkansas Nurses Association (501) 244-2363

STATEWIDE CAREER OPPORTUNITIES

S.T.A.T.—CE Division of Allied College of Technical Sciences

Accredited by the Arkansas State Board of Private Career Education

SESSION I **Bioterrorism II**

The Healthcare Community's Role

Presented by: **Dr. Cheryl K. Schmidt, RN, Ph.D.**

Arkansas Department of Health Bioterrorism Advisory Committee

SESSION II **Wanted: Losers and Quitters!**

Board Certified Hypnotist

Presented by: **Penny Rea**

Penny Rea Hypnosis Clinic



Would you like to lose weight free from diets and disciplines or quit smoking in 90 minutes with no withdrawal and no weight gain? With hypnosis, you can do both plus much, much more!

Seminar Date: **June 3, 2004—8 a.m. until 4 p.m.**

Statehouse Convention Center, Markham & Main, Little Rock

(Peabody Hotel's Lower Level, Caraway Room)

Registration Fee: **\$30.00 per session**

Session I—9 a.m. until 12 noon • Session II—1 until 3 p.m.

* Penny invites you to take advantage of a special rate/session from 3-4 p.m. for \$45

R.S.V.P. required for this session 1-866-992-9060

Contact Hours Presented—per session!

Payment accepted per Cash, Credit Card or Money Order

Office Number: (501) 371-0039 / 324-4830

Limited space • Fax RSVP (501) 371-0048

Upcoming Seminar(s)—August 20, 2004

Session I: How Sweet It Is!—Diabetes • Infection Control II

Session II: Is It Abuse? • Patient/Resident Abuse and Neglect

THE RIGHT CONNECTION Guaranteed.

A TRULY GREAT CAREER DOESN'T HAVE TO BE A FAIRY TALE.

- Highest Pay Rates
- 100% Daily Pay
- Contracts Available
- Medical, Dental, Life
- 401(k) Matching
- Nurse Owned & Operated

NC STAFFING

501-225-5050
1701 Centerview Dr / Suite 315 / Little Rock

901-278-1850
1750 Madison Ave / Suite 260 / Memphis

888-NCSTAFF www.ncstaffing.com
formerly **Nursing Connection**

A Rewarding Career, Here For You.



Full Time, Part Time and PRN nursing positions available.

(479) 463-1066 Human Resources
(479) 713-1860 Job Opportunity Line

www.wregional.com

"Winner of the 2002 Psychologically Healthy Workplace Award"
by the Arkansas Psychological Association

- Join our nursing team. Benefits include:
- relocation assistance
 - 401k
 - comprehensive health coverage
 - continuing education

3215 N. North Hills Boulevard
Fayetteville, Arkansas 72703
(479) 713-1000

WashingtonRegional
Here for you

This Space For Sale

Call David Brown
at 501/221-9986

RN's, LPN's

REFERRAL BONUS • PAID VACATION
CREDIT UNION • HEALTH INSURANCE

APPLY NOW AT

Alternative
Staffing Concepts, Inc.

663.8880 • 800.501.0524

R&D

MEDICAL STAFFING

Owned & Operated by Critical Care Arkansas Nurses

Rod
Russ
Dan



RNs up to \$34/Hr
LPNs up to \$24/Hr

- TOP PAY • 100% INSTANT PAY
- 8 & 12 HR SHIFTS
- 24 HR SERVICE 7 DAYS A WEEK
- STAFFING & HIRING RNs, LPNs, RTs, PTs, OTs & CNAs

We guarantee to work for you
the healthcare professional

661-9995 or 661-9987

6100 West 12th Street, Suite 1
Little Rock, AR 72204

STATEWIDE CAREER OPPORTUNITIES

Nursing Concepts Inc.

PAID VACATION
REFERRAL BONUSES
COMPLETION BONUSES
WEEKLY PAY
IMMEDIATE PLACEMENT
CONTRACTS OR PRN
NURSE OWNED & OPERATED
SERVING ARKANSAS

CORPORATE OFFICE

501-224-4059
866-258-4059
11711 HERMITAGE, SUITE 4
(ACROSS FROM GARDENRIDGE)
LITTLE ROCK, AR

FORT SMITH OFFICE

479-452-5227
866-903-5227
6901 DALLAS DR., SUITE A
FORT SMITH, AR

RNs

ICU, CCU, NICU, Med/Surg and Pediatrics

LPNs

Med/Surg, Critical Care and Long Term Care

CNAs

Hospital and Long Term Care

Registered Nurses

The Arkansas Department of Health is taking applications for RNs to work in In-home Services throughout the State.



- Mileage Reimbursement
- Paid Holidays & Leave
- Health Insurance
- Retirement

For more information contact:

Betty Dunn at 1-800-482-5400 Ext. 2276

Arkansas Department of Health

EOE/mfh

Advertising Sales

We need your outgoing personality and good phone skills to sell ads in our State Boards of Nursing magazines. We provide the leads and there are no cold calls. Nursing and/or sales experience a plus.

Learn more about us at
www.thinkaboutitnursing.com
Fax your resume to

501.225.3735

or email us at
arobertson@pcipublishing.com



MEDICAL CENTER

1001 Schneider Drive • Malvern, AR 72104
501-337-4911 • Fax 501-332-1059
www.hscmedicalcenter.org

Mission: HSCMC's mission is to serve our communities by providing quality and comprehensive health care services through professional excellence, compassion, respect and leadership.

• Continuing Education Opportunities

(100% tuition & books after you're employed)

- New Grads Welcome
- RN Positions Available

Dee Schall, CNO 501-332-7367

e-mail hscdon@cei.net

HR e-mail hscjhowe@cei.net



The flexibility you want. The respect you deserve.

You'll fall in love with northwest Arkansas. Join the hospital system where nurses are respected, recognized and rewarded. Full-time day or night positions available. Or sign up with Northwest Health Registry, a nursing float pool that allows you to set your own schedule.

Check on openings or apply online at
www.northwesthealth.com

Northwest Medical Center of Benton County
3000 Medical Center Parkway, Bentonville, AR 72712

Northwest Medical Center of Washington County
609 W. Maple Ave., Springdale, AR 72764

Willow Creek Women's Hospital
4301 Greathouse Springs Road, Johnson, AR 72741

Contact our recruiters at 479-757-4435 or 479-553-2033



Equal Opportunity Employer

Inspired to Make a Difference.

Being a nurse is about more than just money –
although that's important, too. There's something else.

Something that's hard to put into words.

It's about loving my job because I'm good at it ...
really good at it. And people notice that.

It's about the opportunity to make a difference
in someone else's life, and in my own.

And the amazing thing about it is, the first time
I walked through the door here, I knew.

This is where I am supposed to be.

† CATHOLIC HEALTH
INITIATIVES

St. Vincent

Inspired.

For more information about career opportunities
in nursing, call St. Vincent Health System
Nurse Recruitment at (501) 552-3738.



www.StVincentHealth.com



THERE IS A VISION FOR Care, Love & Hope

ARKANSAS CHILDREN'S HOSPITAL

Do you remember why you became a nurse? Did you want to make a difference? Did you want the world to be a better place because you did something to change it? Did you want to be able to offer your patients Care, Love and Hope and be respected as a professional?

Come capture those feelings again! At Arkansas Children's Hospital, we offer:

- ▶ Excellent nurse to patient ratios
- ▶ Advanced pediatric technology
- ▶ A family-centered approach
- ▶ Teamwork is practiced and not just talked about
- ▶ Management listens to you and takes action
- ▶ Aggressive compensation and benefits package
- ▶ Opportunities for career advancement and professional development
- ▶ Individualized orientation programs
- ▶ AND MORE



We offer professional satisfaction that comes from being part of a learning institution, rewarding compensation for your contributions and the opportunity to be part of a world-renowned institution. Come experience the future of Care, Love and Hope. Come experience Arkansas Children's Hospital.



Arkansas Children's Hospital

800 Marshall St, Slot 607
Little Rock, AR 72202
501-364-1398 Fax: 501-364-3980
Email: nurse@archildrens.org
web: www.archildrens.org