

ASBN *Update*

www.arsbn.org ■ Volume 7 Number 1

Arkansas Board of Nursing



*Clemetine Wesley, RN
Board Member*

Voted “Best Place to Work in Central Arkansas”

— 2001 ARKANSAS DEMOCRAT-GAZETTE READERS POLL



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" for six 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
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 Dan West, RN

VICE-PRESIDENT Lance Black, LPN

TREASURER Michael Canney
Representative of the Older Population

SECRETARY Pamela Crowson, Consumer

Karen Buchanan, RN

Darlene Byrd, APN

Lorenda Cox, LPN

Robert Currie, LPTN

Shirlene Harris, RN

Kathy Hicks, RN

Karen Taylor, LPN

Lawana Waters, RN

Clemetine Wesley, 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 display advertising call:

David Brown . dbrown@pcipublishing.com

For classified advertising call:

Jane Coker . jcoker@pcipublishing.com
501.221.9986 • 800.561.4686



CREATED BY:

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

c o n t e n t s

Executive Director's Message / 4

President's Message / 5

ASBN—New Staff / 7

Continuing Education—Frequently Asked Questions / 10

Board Business / 11

Willow Creek Women's Hospital / 12



Clemetine Wesley—RN/Board Member / 16



NCSBN—Nurse Licensure Compact / 18

Advanced Practice—Frequently Asked Questions / 19

Nursing Practice—Frequently Asked Questions / 20

Delegation—Concept, Art, Skill, Process / 22



NCSBN Offers New Course on Critical Thinking / 25

Disciplinary Action by the Board of Nursing / 26

Disciplinary Actions—September, October, November 2002 / 27

Clinical Practice Guidelines Available / 29

Classified Ads / 28

executive director's message

This past year has been great! The *ASBN Update* changed from an eight page newsletter to a thirty-two page publication; licensure applications, renewal and many other services were placed online; a retired nurse license was developed; continuing education and FBI criminal background check



requirements were implemented; and the Board's first annual orientation and educational session for nursing educators was implemented. The Nursing and Pharmacy Boards jointly requested an Attorney General's opinion regarding advanced practice. The Attorney General ruled that advanced practice nurses with prescriptive authority have the authority to give sample prescription drugs to their patients. The Board employed and retained exceptionally qualified staff to carry out its functions this past year. Yes, it has been a good year for nursing regulation in Arkansas.

As an eternal optimist, I am looking forward to an even greater year for 2003! Every two years the Board plans strategically for the coming years. This planning process is one that agencies, organizations and businesses have done for many years to establish a vision for the future. The plan is used as a foundation for the development of the agency's budget. Evaluation of trends and issues in nursing regulation is part of the preparation for developing a strategic plan. Among the issues studied, the following stand out as significant:

- **Nursing Shortage.** The shortage of nurses and nurse educators is an international issue. Although enrollment has increased by 9 percent in RN programs and 24 percent in LPN programs, we continue to experience a nursing shortage of mammoth proportions. The shortage has implications for patient safety; but what, if anything, can the Board of Nursing do to impact the shortage? The Board collects information on licensure applications and renewals that is valuable in assessing the magnitude of the shortage in various areas of the state. The Board provides this data to interested parties; however, there is not a specific agency or organization responsible for analyzing that data and predicting future needs. The Board participated with the Legislative Commission on Nursing to provide input and recommendations for addressing the shortage. The Board will be reviewing requirements for endorsement of foreign educated nurses practicing successfully in other states.
- **Criminal Background Checks.** The Board screens applicants applying for licensure by examination and endorsement to assure the public that these nurses are safe and competent to practice. For fiscal year 2002 (FY02) the Board received 2702 state criminal background checks, 56 of which were positive. In May 2002, the Board began requiring federal criminal background checks as required by Act 303 of 2001. Within two months, the Board received 733 federal background checks, 36 of which were positive. Funding was not appropriated to implement these background checks; therefore, the Board will be requesting additional funds that will be

considered by the legislature in the 2003 session.

- **Multistate Licensure.** As more states enact the Nurse Licensure Compact, there will be increased mobility of nurses and more access to nursing care for patients. Increases in interstate practice will challenge the Board to increase communication and cooperation with other states regarding discipline. Additionally, it is anticipated that more nurses will avail themselves of multistate flexibility, thereby reducing the number of nurses renewing licenses and seeking endorsement to practice in Arkansas. This negatively impacts the agency's revenue.
 - **Continued Competence.** The Board has been providing educational sessions around the state to inform nurses regarding the requirements for continuing education for license renewal. A provision for auditing compliance will be implemented this year. The Board will continually seek out ways to communicate to licensees regarding provisions of and changes in the law and regulations.
 - **Unlicensed Practice of Nursing.** Anytime there is a nursing shortage there seems to be an increased usage of unlicensed persons to fill the gap. The Board receives numerous complaints from the public regarding individuals holding themselves out as "nurses," yet who do not hold the license to practice. In Arkansas there is no statutory requirement that employers validate a nursing license prior to hiring a person as a nurse. There is a law, however, that mandates that an individual must hold a license in order to call himself/herself a nurse. The Board will continue to study the issue of unlicensed practice and monitor any legislative proposals that may arise.
 - **Increasing Disciplinary Hearings.** In FY01 the Board received 506 complaints against licensees. In FY02 the Board received 1105 complaints in the same length of time. The Board conducted over 20 percent more hearings in FY02 than it did in FY01. The number of pending cases at the end of FY02 was almost 500, an increase of 50 percent over the previous year. The Board will be working to restructure and expedite the manner in which discipline is handled in the coming years.
 - **Education Standards Revision.** Arkansas has 25 RN and 27 LPN approved nursing education programs within its borders. A task force comprised of Board members and educators is working to review and revise the minimum requirements for schools of nursing. Increasing geriatric content in practical nursing programs, addressing substance abuse and faculty workload are educational issues in Arkansas, as it is in many states.
- Yes, we have an exciting year to come in the regulation of nursing practice in Arkansas. The Strategic Plan will include content in each of the areas listed to better serve the people of Arkansas. We look forward to working with nurses and the public to improve nursing regulation, and we welcome your input as we move into these challenging times.

Faith A. Fields

Faith A. Fields, MSN, RN

The Dark Side of The Nursing Profession



The technological revolution has reshaped the healthcare landscape externally and internally. This reshaping is felt in our nursing practice and in our personal lives. Regrettably, the reshaping has not eliminated the dark side of the nursing profession. During six years of serving as a member and two years as president of the Board of Nursing, I have seen too much of the dark side in addiction, dishonesty and unprofessional practice in individuals coming before the Board. The Board compassionately and sympathetically listens to explanations offered by the respondents. All involved must remain cognizant that a preliminary investigation conducted by Board staff resulted in a summons for a hearing before the full Board. The Board is charged with taking the disciplinary action necessary to protect the public.

Addiction

Substance abuse by nurses continues to mar our profession. Sadly, by the time the nurses appear before the Board on this charge, they may either require intense Board monitoring or even be too late for successful intervention. All too familiar explanations offered by respondents to the Board's charge range from claims that another person's specimen was tested in error to admitting that they took a pain (or diet) pill prescribed for a parent, friend or coworker.

Dishonesty

Honesty is the bedrock cornerstone of the profession and is exemplified in a nurse's day-to-day practice. The dark side of honesty is often manifested in fraud, the forgery of prescriptions, falsification and omissions of information on applications (license renewal, new job, insurance coverage, bank loan, mortgage loan and so forth), lying, stealing and other attempts to deceive patients, employers and coworkers. Often heard are the statements: someone else did that; I misread the question; I did not understand the question; I overlooked that question; that is not my writing; and so on.

Unprofessional Practice

The dark side of unprofessional practice covers the entire spectrum of nursing care that includes failure to meet established standards of practice, follow employer policies or adhere to the *Nurse Practice Act of the State of Arkansas (NPA)*.

Unprofessional practice ranges from the fundamental basics to the highest levels of nursing practice. Among the most serious charges brought forth include patient harm, practicing on an expired license and errors in medication administration. Another category of unprofessional behaviors includes harassment, stalking, commission of a

crime, false documentation in the medical record, diversion of medication and controlled substances, crossing the line of professional ethics and failure to protect patient confidentiality.

Complaint Reporting

Complaint reporting related to the forgoing described behaviors may be accomplished in writing, either anonymously or identified. Board staff consider whether the complaint is a violation of the *NPA* and determine whether an investigation is warranted. Reports originate from many sources—the most prominent being friends, relatives, employers, agencies, co-workers and fellow students.

What Can We Do?

The proverbial question is what can we do to eliminate our dark side? Research findings report that ten percent (10%) of a group will be involved in substance abuse. First and foremost, steps must be taken to assure the public that students, faculty and graduates meet the professional standards. Arkansas schools of nursing have always met the entry level requirements for new graduates, as evidenced by NCLEX® and employment rates. What is needed now is public assurance that the individual about to enter the profession is honest, trustworthy and competent to begin a career of professional nursing practice.

Educators, practitioners, employers, regulators and government entities must work together more intensely to ensure that both newly licensed and seasoned nurses are practicing within established regulations, standards and policies.

During my six years as a Board Member, I have heard just about every excuse possible and imaginable from respondents. At the same time, it has been extremely difficult and emotional to sit in judgement of colleagues who have made wrong choices. We remind ourselves that approximately 90% of the nurses make the right choices daily without compromising their license, and that roughly only 10% find themselves in the respondent category appearing before the Board. Our profession must continue to address our dark side and seek new and different methods in its elimination. The dark side of nursing is expensive in terms of finances, time and human investment. This is true not only from the perspective of the Board, but also of the individual nurse and colleagues involved.

In closing, it is my hope that this last article as your president will assist nurses to know that the Board—composed of professional, current practitioners and consumer and senior members—strives to fulfill its mission of public protection at all times.

A handwritten signature in cursive script that reads "Shirlene W. Harris".

Shirlene W. Harris, PhD, RN

ALL OUR BEST FOR A

HEALTHY CAREER



At BAPTIST HEALTH, we know that the quality of care we provide our patients is only as good as the people who provide it. That's why we continually seek out the very best nurses and caregivers to be a part of our team.

We're offering a higher salary and benefits package than ever before for positions in nursing.

Not only are our salaries competitive, but through the years, BAPTIST HEALTH has worked to maintain a friendly environment in which we treat our caregivers with the same passion and concern that we give to our patients.

For information on positions available and benefits, call us at 501-202-2475 or to fill out an online application, visit our Web site at www.baptist-health.com.



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.

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
Co-Director of Advanced Nursing Practice

Sharon Pickens, MSN, RN
Co-Director of Advanced Nursing Practice

Ed Sweeten
Information Systems Administrator

Sue Tedford, MNSc, APN
Director of Nursing Education

Calvina Thomas, RN, PhD
Assistant Director of Nursing Education

Darla Turner, CPA
Director of Accounting

Pam Beggs
Advanced Practice Secretary/Editorial Assistant

Margie Brauer
Licensing Secretary

Naomi Bryant
Examinations/Endorsements Coordinator

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.

NURSES AT SPARKS

...have endless opportunities

- ✓ Salary based on experience
- ✓ \$1500 retention bonus
- ✓ 15% evening differential
- ✓ 20% night differential
- ✓ 20% no-benefits option

For more employment info,
please visit our website:
www.sparks.org

Nursing Recruiter
Theresa Phillips, RN
479-441-5458

You can also send a resume to:
PO BOX 17006
Fort Smith, AR 72917



The University of Tennessee
Health Science Center
College of Nursing
Continuing Education Program

Upcoming Events

March 6-7, 2003

**Advanced Practice Pharmacology
Update: Infectious Disease Focus**

April 25-26, 2003

**Alumni Weekend and Continuing
Education Extravaganza
including Mary L. Morris
Distinguished Visiting Professor
Kathleen Brehony, PhD**

For additional information, contact:
Missy Robinson, 901-448-6407,
mmrobinson@utm.edu
please visit our web site:

<http://www.utm.edu/nursing/conted/>

UT is an EEO/AA/Title VI/TitleIX/Section 504
ADA/ADEA employer

Frequently Asked Questions

Q How can I meet the new required continuing education standards?

A You can meet the CE standards in one of three ways:

- Obtain fifteen (15) practice focused contact hours from a nationally recognized or state continuing education approval body recognized by the ASBN

OR

- Certify or re-certify during the renewal period by a national certifying body recognized by the ASBN

OR

- Complete an academic course in nursing or related field.

Q If I accumulate more than the required number of contact hours, can I use them for the next renewal cycle?

A No. Contact hours may not be carried over to the next renewal cycle.

Q What activities are not acceptable as continuing education?

A The following activities do not meet the ASBN requirements for continuing education:

- 1) Inservices.
- 2) Orientation programs.
- 3) Refresher courses (which includes CPR).
- 4) Courses designed for lay people.

Q An offering I attended is not approved by the ASBN. Can I still receive credit?

A Licensees attending an offering not approved by a Board approved approval body (national & state recognized organizations), may submit a request for individual approval. You must submit ten-dollar (\$10) fee along with a completed Individual Offering Approval Form within 30 days following the program. The Board will notify you of acceptance or denial of the contact hours.

Q In the last issue of the ASBN update, several continuing education websites were listed. Are there other sites?

A Additional sites offering continuing education are listed below. Make sure the offerings are "practiced focused" and approved by one of ASBN's approved approval bodies.

www.ArcMesa.com

www.ceu4u.com

www.ceudirect.com

www.ce-web.com

www.corexcel.com

www.medceu.com

www.netce.com

www.nso.com

www.nurseceu.com

www.nurse-ceus-stat.com

www.nurseslearning.com

www.nursing2002.com

www.nursingcenter.com

www.nursingcredits.com

www.nursingmanagement.com

www.nursingmatters.com

www.pnrce.com

www.rn.com

www.rnceus.com

Additional information is available at www.arsbn.org at the Continuing Education link and in prior issues of *ASBN Update*.

For the Love of Nursing.



As a nurse in the St. Vincent Health System, I work in an environment where I use my knowledge and skills everyday.

Apply at www.stvincenthealth.com

† CATHOLIC HEALTH INITIATIVES

St. Vincent Health System

ST. VINCENT DOCTORS HOSPITAL
6101 ST. VINCENT CIRCLE
LITTLE ROCK, AR 72205

ST. VINCENT INFIRMARY MEDICAL CENTER/NORTH
2215 WILDWOOD AVENUE
SHERWOOD, AR 72120

ST. VINCENT INFIRMARY MEDICAL CENTER
TWO ST. VINCENT CIRCLE
LITTLE ROCK, AR 72205

ST. ANTHONY'S HEALTHCARE CENTER
FOUR HOSPITAL DRIVE
MORRILTON, AR 72110

Nurse Recruitment 501-552-3738



November Board Meeting Highlights

At the November 14 meeting, the Board took the following actions:

- Granted continued full approval to the University of Arkansas – Monticello Baccalaureate Nursing Program until the year 2007.
- Granted continued full approval to the University of Arkansas – Monticello Associate of Applied Science in Nursing Program. This full approval would be in effect until 2005 for the first survey as an established program.
- Granted continued full approval to the Forest Echoes Technical Institute’s Practical Nurse Program until the year 2005.
- Granted full approval to the St. Vincent Health System Practical Nurse Program until 2005. The Program must correct the one deviation and follow recommendations prior to admission of next class. The program will admit only one class each year until the site visit in 2005.
- Voted to request that the workload of the nursing faculty at the University of Arkansas – Monticello be reviewed in relation to the workload of other University faculty.
- Voted that the two outreach workers in Washington County be permitted to apply and read TB skin tests under the supervision of an RN for a 6 month trial period and that the Washington County Health Department provide outcomes data to include current, anticipated and actual results to the ASBN.
- Elected new officers who are President Dan West, Vice President Lance Black, Treasurer Michael Canney and Secretary Pam Crowson.

BOARD MEETING DATES

January 8 Disciplinary	February 12 . . . Disciplinary	March 12 Disciplinary	April 16 Disciplinary
January 9 Business	February 13 . . . Disciplinary	March 13 Disciplinary	April 17 Disciplinary

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

Board Business

The Board has a new advanced practice nurse member. B. Darlene Byrd, APN, is a resident of Cabot and holds certification from the American Nurses Credentialing Center as a Family Nurse Practitioner. Her practice of six years is currently located at Cabot Medical Clinic. Other nursing experience includes work as a registered nurse at the University of Arkansas for Medical Sciences in SICU; work as a registered nurse practitioner at St Michael Hospital, Texarkana as director of the Spirit of St Michael, a mobile health clinic; and work as a registered nurse in the ICU and the home health department at Hot Springs Memorial Medical Center in Malvern. Her

first career included being a public school teacher in secondary math.

She holds bachelor of arts from Ouachita Baptist University, a bachelor of nursing science and a master of nursing science from UAMS College of Nursing. She has combined her love of nursing and teaching by being a preceptor for nursing students. Her call to nursing came from working as an emergency medical technician at the Arkansas Baptist Assembly in Siloam Springs, where she continued to donate her time to work as the camp nurse for seven years after completing her nursing education. We welcome Darlene to the Board of Nursing!

Willow Creek Women's Hospital

by Lisa Smith

THE NEWEST ADDITION to Northwest Health System is Willow Creek Women's Hospital, located in Johnson, Arkansas. The women's hospital opened in March 2001. Originally a joint venture between MediSphere Health Partners of Nashville, Tennessee, and a group of Fayetteville/Springdale OB/Gyn physicians, Willow Creek became a part of Northwest Health System in July 2002. Northwest Health System also includes Bates Medical Center in Bentonville and Northwest Medical Center of Washington County, located in Springdale. Northwest Medical Center of Benton County, currently under construction in Bentonville, will be a replacement facility for Bates Medical Center and will open Spring 2003.



Chuck Long, RN
Administrator/Chief
Operating Officer

Willow Creek Women's Hospital is a 30-bed general hospital exclusively providing care to women. The intent of the partnership was to



build a facility dedicated to the care of women within a patient/family-friendly environment. This meant designing patient care areas large enough to meet the needs of the patient and family and developing processes that were “institutional” when necessary, but more “home-like” when not necessary. According to Chuck Long, Administrator/COO, he hopes Willow Creek Women’s Hospital is the first place a woman thinks to call if she has a healthcare question. Willow Creek Women’s Hospital is the only full-service women’s healthcare facility in Arkansas. Currently averaging approximately 180 deliveries a month, they deliver more babies in northwest Arkansas than any other hospital in the region.

Several of the OB/GYN physicians whose practices are located in the building have an ownership interest in the hospital. As owners and active members of the medical staff, they routinely participate in policy and procedure development and implementation. Due to their practice location and leadership roles, the physicians and nursing staff have developed a close



working relationship and mutual respect, making it a pleasurable working environment.

Chuck Long said, “Since combining the labor and delivery staff at Willow Creek with the labor and delivery staff from Northwest Medical Center, we have truly benefited from the best of both worlds. The nurses are very focused and progres-

When asked about Northwest Arkansas Mr. Long said, “The rolling hills, the growth rate, abundant employment opportunities, plenty of outdoor recreational activities, a new regional airport, major companies such as Wal-Mart, Tyson and J.B. Hunt, the University of Arkansas, the Razorbacks — what is there not to like?”



Excellence. *Everyday.*

Mercy Health System of Northwest

Arkansas consists of St. Mary's Hospital, (a 165-bed acute care facility located in Rogers), Mercy Health Center and Mercy Medical Clinics (medical specialty clinics located throughout Benton County).

Mercy Health System is a non-profit, faith-based organization that offers competitive salaries and benefits including comprehensive medical and dental insurance beginning the first day of work, a career ladder with service bonuses, relocation assistance, on-site child care, adult day care, shift differentials and 401K beginning the first day of work.



To start planning your career with Mercy Health System, call 479-986-6439.



sive in their approach to providing women's services at our hospital." Mr. Long takes a strong interest in his nursing staff because he is also a registered nurse. He has over 30 years of healthcare experience, beginning his career as an orderly/EMT in 1970 in Helena, Arkansas. He graduated from the University of Central Arkansas in 1975 with a bachelor's degree in nursing. Since then, he has served as an officer in the Army Nurse Corps, an occupational



Caring for what matters most...

WWW.FARM BUREAU ARKANSAS.COM

No matter where you call home.

1-800-863-5927

health nurse and medical department supervisor for Arkansas Eastman Company—and a staff nurse and shift supervisor for White River Medical Center in Batesville.

In 1991, Mr. Long became the Assistant Administrator for Inpatient Services at White River Medical Center and completed his master's

degree in health services management. Before joining Willow Creek Women's Hospital, he served as CEO and CNO for DeQueen Regional Medical Center, and, while attending school at Embry-Riddle Aeronautical University in Daytona Beach, Florida he served as a staff nurse in their Health Services Department.

Willow Creek Women's Hospital is very excited about the planned relocation of the Neonatal Intensive Care Unit (NICU) from Northwest Medical Center to the Willow Creek facility, which is expected to take place in the next in 12 to 18 months. There are very few Level 3 NICU nurseries in Arkansas, with the next closest option being Little Rock. Until the construction of the unit, the NICU will remain at Northwest Medical Center of Washington County. The goal is to decrease the distance of the baby from the family. Physicians, nurses and staff

members are dedicated to providing a safe, comfortable and caring environment for babies, while at the same time respecting family needs. This philosophy of family-centered care guides the clinical staff while encouraging parents to take an active role in their baby's care. "We are focusing our efforts within the system to provide a single location that serves as a 'Center of Excellence' in

women's healthcare," stated Mr. Long.

When asked about Northwest Arkansas, Mr. Long said, "The rolling hills, growth rate, abundant employment opportunities, plenty of outdoor recreational activities, new regional airport, major companies such as Wal-Mart, Tyson and J.B. Hunt, the University of Arkansas, the Razorbacks —what is there not to like?"

Area job opportunities are great and the new 218,000 square foot Northwest Medical Center of Benton County is scheduled to open this spring, adding even more depth to Northwest Health System and offering more employment opportunities for nurses in the expanding Northwest Arkansas area. For employment openings throughout the Northwest Health System, please contact Northwest Health Human Resources Department at 479-757-4430 or via the Internet at www.northwesthealth.com



Registered Nurses, Advance Practice Nurses, LPNs, Nursing Assistants, ect...

We've Got What You Want.

The **Department of Veterans Affairs Medical Center** in Fayetteville, located on 47 park-like acres, is a 51 bed general medical and surgical facility that provides acute healthcare and outpatient services (including acute psychiatric care) to over 130,000 veterans in a three-state area. Community Based Outpatient Clinics (CBOCs) are located in Harrison and Fort Smith, Arkansas, and Mount Vernon, Missouri. The Mission of the Medical Center and the CBOCs is to respond to patient' and families' needs with the highest quality care and compassion. Affordable housing--diverse medical specialties, abundant recreational activities--these are the kind of lifestyle and career advantages that Fayetteville and the Medical Center offer.

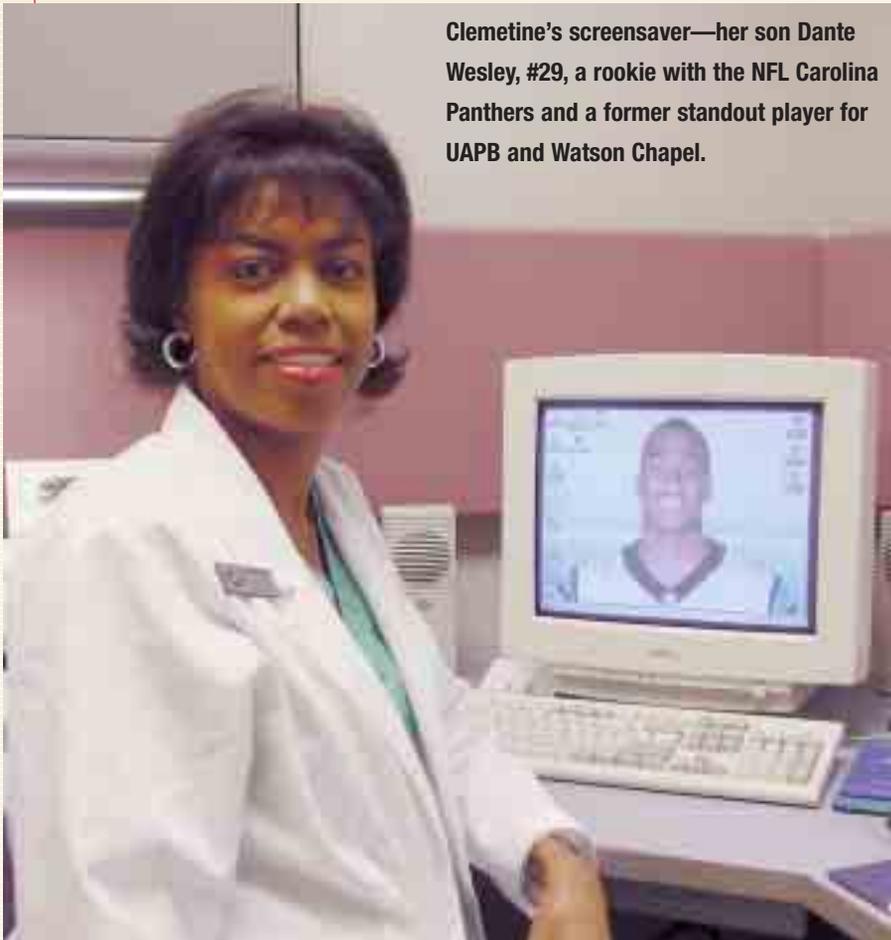


CALL TODAY FOR MORE INFORMATION,
(479) 444-5020
 1100 North College - Fayetteville, AR 72703

Clemetine Wesley *RN/Board Member*

I sometimes wonder where the time has gone. It seems like only yesterday when I walked across the platform and received a nursing diploma in December

single parent of two sons, three years and five months old. I was very blessed to have had my wonderful parents, the late Mr. & Mrs. Collie Wesley, to assist me in



Clemetine's screensaver—her son Dante Wesley, #29, a rookie with the NFL Carolina Panthers and a former standout player for UAPB and Watson Chapel.

1984. Shaking hands with Mrs. Ida Gaskill, Director of Jefferson School of Nursing, was certainly an unusually special moment for me. Being awarded that diploma was the best Christmas present ever. I had struggled very hard, being the

this endeavor. Their love and support will always be cherished and remembered. I was happy to have made such an accomplishment, despite the odds. It proved to me that "I CAN do all things through Christ!"

I had moved back to Pine Bluff from St. Louis where I had graduated with associate degrees in operating room technology and liberal arts. Following graduation, I was employed in Barnes Hospital's East Pavilion Operating Room and received training from some very well-known surgeons. I worked with many wonderful people and enjoyed this terrific educational experience.

After returning to Arkansas, I began work in the surgery department at Jefferson Regional Medical Center (JRMCC). I heard about the nursing program that they had recently started. I had also heard that diploma nurses made excellent nurses because they received a lot of hospital experience. I was accepted in the second class of this new program, and with the support of God and my parents, I made it!

The thought of sitting for the state board exam made me quite nervous, to say the least. With my earlier success, I had faith that I could do it. I think passing the NCLEX® was even more exciting than graduation. Praise God, the worst was finally over! I could relax a little now. My career began to take off. My confidence was strong, and I was finally doing what I always wanted to do since childhood—be a nurse. I began my career on the postpartum unit at JRMCC. After that, I worked in labor and delivery, pediatrics, surgery holding/same day surgery, home health, ICU and CCU. My twenty years of experience and service to JRMCC will always be treasured.

Another great accomplishment was when I was appointed to the Arkansas State Board of Nursing in December 1999. I was recommended by one of my colleagues. I applied for the position, and to my surprise, I was appointed by the

continued on page 28

ST. BERNARDS NURSES TRULY STAND OUT

St. Bernards Medical Center is a not-for-profit, 375-bed acute care hospital serving as a 23 county area in Northeast Arkansas and Southeast Missouri. With a medical staff of more than 240 physicians, 2000 employees and the latest technology available, we are equipped to provide the highest standard of health care. As the region we serve continues to grow, so shall we. **Areas of special interest include:**

- Emergency Department
- Telemetry
- Cardiac Step Down Unit
- Orthopedics
- Transitional Care Facility (TCF)
- Oncology
- Pediatric
- Urology
- Neurology
- Maternal/Infant
- Surgical Intensive Care Unit (SICU)
- Cardiovascular Intensive Care Unit (CVICU)
- Coronary Care Unit (CCU)
- Medical Intensive Care Unit (MICU)
- Post Anesthesia Care Unit (PACU)
- One Day Surgery
- Surgery

Jonesboro *Just The Way You Like It.*

It's no surprise that Jonesboro is one of Arkansas' fastest growing cities. Once people get here, they love it! Situated along the gently rolling terrain of Crowley's Ridge in northeast Arkansas, Jonesboro comprises a rich tapestry of lifestyles. Abundant outdoor sports are a natural around here. With the campus of Arkansas State University situated right in our community, Jonesboro is a full-fledged college town, with progressive leadership, great schools, low crime and lots of family-oriented activities and attractions. Jonesboro — it's just the way you'll like it.



COME JOIN OUR TEAM!

CALL STACY THOMPSON
AT THE EMPLOYMENT CENTER
FOR MORE INFORMATION:
870-972-4123,
870-972-4347
OR APPLY ONLINE.

M/F/D EOE

225 East Jackson Avenue
Jonesboro, AR 72401
www.sbrmc.com


**ST. BERNARDS
MEDICAL CENTER**

We touch a lot of lives.

Nurse Licensure Compact

Compact Implementation

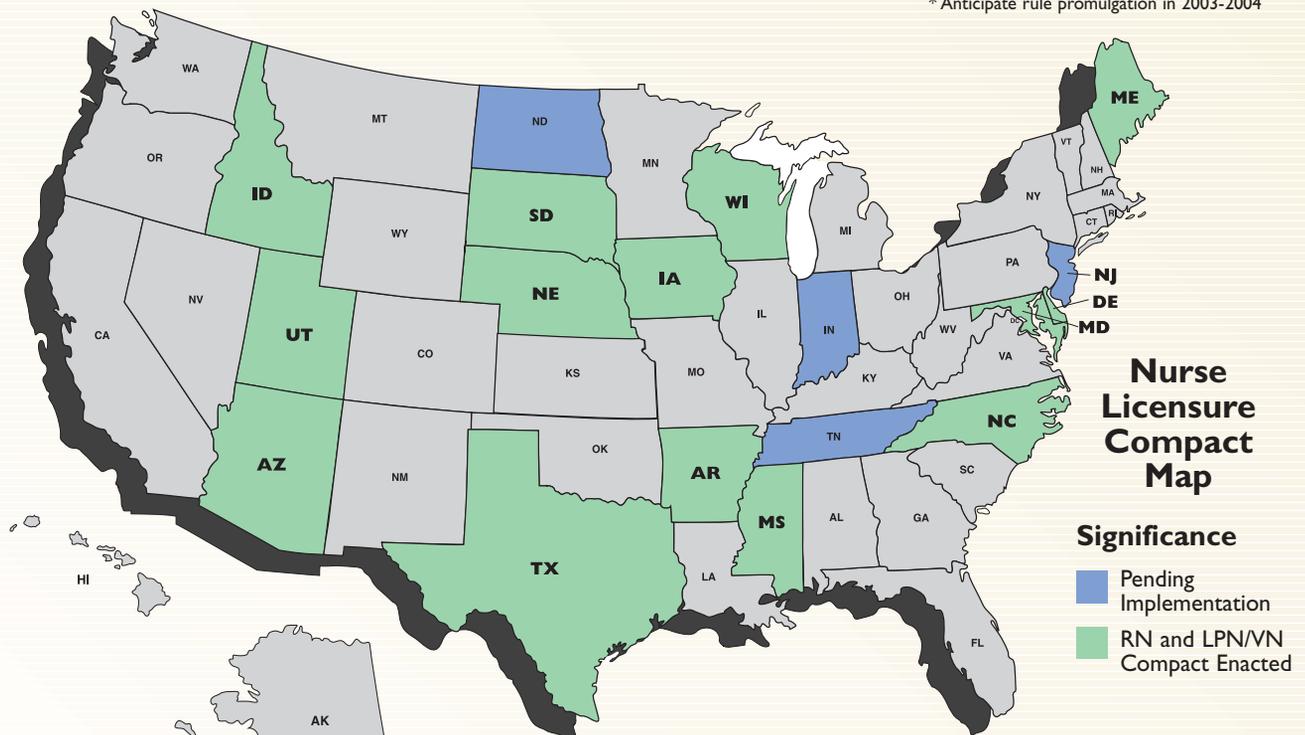
The following table and map indicate which states have enacted the RN and LPN/VN Nurse Licensure Compact. Please note that although Indiana, New Jersey, North Dakota and Tennessee have enacted the Nurse Licensure Compact, these states have not yet

implemented the compact. As APRN Compact legislation is enacted, the table and map will be updated to include that information.

Updates to the table and map as other states enact legislation can be found at http://www.ncsbn.org/public/nurselicensurecompact/mutual_recognition_state.htm.

STATE	STATUS	IMPLEMENTATION DATE
Arizona	Signed by Governor	7/1/2002
Arkansas	Signed by Governor	7/1/2000
Delaware	Signed by Governor	7/1/2000
Idaho	Signed by Governor	7/1/2000
Indiana	Signed by Governor	TBD
Iowa	Signed by Governor	7/1/2000
Maine	Permission to implement Compact by rule	7/1/2001
Maryland	Signed by Governor	7/1/1999
Mississippi	Signed by Governor	7/1/2001
Nebraska	Signed by Governor	1/1/2001
New Jersey	Signed by Governor	TBD
North Carolina	Signed by Governor	7/1/2000
North Dakota	Permission to implement Compact by Rule. Signed by Governor	*
South Dakota	Signed by Governor	1/1/2001
Tennessee	Signed by Governor	TBD
Texas	Signed by Governor	1/1/2000
Utah	Signed by Governor	1/1/2000
Wisconsin	Signed by Governor	1/1/2000

* Anticipate rule promulgation in 2003-2004



Frequently Asked Questions

Q My advanced practice certification expires in July, but because I am not working in the advanced practice role, I do not have the required hours to renew my certification. How will this affect my APN license that is due for renewal in March?

A You may renew your APN license in March if you choose, but your advanced practice license and prescriptive authority, if you have it, will terminate the day that your certification ends. Advanced practice certification is a requirement for licensure and prescriptive authority.

Q While working under the APN temporary permit, can I accept samples?

A Since you must have prescriptive authority in order to accept samples and that cannot be issued with a temporary permit, you **may not** accept samples. The *ASBN Rules and Regulations* Chapter Four Section VIII. F. states, "APN's who have fulfilled requirements for prescriptive authority may receive legend drug samples and therapeutic devices appropriate to their area of practice, including controlled substances contained in Schedules III through V of the Controlled Substance Act." Also, the Attorney General's opinion stated that advanced practice nurses with prescriptive authority could give out pre-packaged drug samples.

Q Is it possible for APNs to start the application process before graduation?

A Yes, we encourage you to request the application packet from the ASBN office and send for your criminal background checks prior to graduation.

Q I have been asked by family and friends to prescribe medications and antibiotics for colds and upper respiratory infections. Is this legal?

A According to Position statement 99-3, the APN with prescriptive authority may prescribe for self and family under the following circumstances:

1. There shall be a medical record on the patient/client to document the prescription of the medication.

2. The prescription must be within the prescriber's scope of practice.
3. The prescription shall be documented on the medical record and include the following information: medication and strength; dose; amount prescribed; directions for use; number of refills; and initials or signature of APN.

Prescribing controlled substances and other legend drugs for self and family raises many ethical questions. Prescribing for self and family members has inherent risks related to lack of objectivity. Effort should be made to discuss the condition with the collaborating physician.

Q Can Pediatric Nurse Practitioners prescribe for adults with pediatric illnesses, such as cystic fibrosis?

A According to the *ASBN Rules & Regulations* Chapter Four Section I, "The advanced practice nurse shall practice ... in accordance with the scope of practice defined by the appropriate national certifying body and the standards set forth in these regulations. The advanced practice nurse may provide health care for which the APN is educationally prepared and for which competence has been attained and maintained." You should contact your certifying body to see if your scope of practice extends to pediatric illnesses in the adult patient. Also, refer to ASBN Position Statement 98-6, which was included in the last issue of *ASBN UPDATE*.

Q I am an APN with women's health care nurse practitioner certification and have a collaborative practice agreement with a family practice physician. On the collaborative practice agreement, we added the required statement that my prescribing would be limited to my area of certification, which is women's health care. Can I see other patients in the practice if the physician spends six months or so teaching me what I would need to know?

A Licensure as an advanced practice nurse requires completion of a "formal" education program. Since this teaching is not a formal program you cannot treat patients outside of your scope of practice in your formal education program.

Frequently Asked Questions

Q How many hours must I work in order to renew my nursing license?

A The Nurse Practice Act does not require a minimum number of hours of practice to renew your nursing license.

Q If a nurse holds a license in another state, how long can they work on that license once they have moved to Arkansas?

A A nurse who moves to Arkansas from another compact state may work 30 days on the previous compact state license. On day 31 the compact license from the other state becomes invalid. At that time the nurse must hold an Arkansas license

to continue to practice nursing. A nurse moving to Arkansas from a non-compact state must obtain an Arkansas nursing license before working one day as nurse in Arkansas.

Q What can a nurse with a temporary license do? Does the RN have to sign behind the nurse with a temporary license?

A Nurses who hold temporary licenses may perform all functions within the scope of practice for which they are educationally prepared. Nurses perform their duties based on licensure. Another nurse does not need to validate the signature of a nurse holding a temporary license. As always, the nurses' experience and competency should be taken into consideration when making assignments. New

St. Joseph's. A Mission of Caring.

An experience in job satisfaction.



- Generous benefits package with immediate coverage including medical, dental & vision
- 401K with matching and retirement plan
- 100% tuition reimbursement and an excellent 13 week orientation for new grad RNs and LPNs
- Great work environment with employee involvement in decision-making and an active employee recognition program.

Job Line 501-622-4606

fax 501.622-2047 • HR Office 501-622-1030

Hot Springs, Arkansas • www.saintjosephs.com



ST. JOSEPH'S MERCY
HEALTH CENTER



graduates would not function at the same level as a nurse with years of experience.

Q Our hospital is developing an extern program. Senior nursing students will be hired to do expanded tasks. Is it acceptable practice for nurses to delegate nursing tasks that the extern has completed in their nursing education program?

A When employed by a facility outside of their nursing program, these individuals are considered unlicensed personnel and do not meet the exemption requirement that allows nursing students to perform nursing tasks as a part of their formal nursing education. The licensed nurse must use the same criteria for delegating nursing tasks to externs as they do any other unlicensed personnel.

The *Arkansas State Board of Nursing Rules and Regulations* Chapter Five defines tasks that may be delegated, those that shall not be delegated and those that may be delegated provided certain criteria are met.

Q If I follow all the rules and delegate a nursing task to an unlicensed person and they make an error, will my nursing license be in jeopardy?

A The nurse's responsibility is to delegate nursing activities appropriately as described in the *Arkansas State Board of Nursing Rules and Regulations* Chapter Five on Delegation. The nurse will not be disciplined for errors made by the unlicensed person if the delegation is in accordance with the ASBN Rules and Regulations.



LPNs and LPTNs

LET US HELP YOU

ACCELERATE

to become a Registered Nurse!



- ✓ 12 month LPN/LPTN to RN *Accelerated* Program
- ✓ Classes begin in January each year
- ✓ Applications accepted throughout the year
- ✓ Classes offered on our main campus in Little Rock and our Southeast Campus in Dermott, AR
- ✓ ACT and NET pre-entrance tests required
- ✓ High school diploma or GED required
- ✓ Current Arkansas LPN or LPTN license required
- ✓ Specific co-requisite college courses required

For more information or to request an application packet please call: 1-800-345-3046 or 501-202-7415 or visit our web site: www.baptist-health.com



Baptist Health

SCHOOLS OF NURSING
AND ALLIED HEALTH

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

Delegation— *Concept, Art, Skill, Process*

Article adapted with permission from the *Arkansas Nursing News*.

by Sandee Haslauer & Deborah Jones

To meet the public's increasing need for accessible, affordable, quality health care, providers must maximize the utilization of every health care worker and ensure appropriate delegation of responsibilities and tasks. Nurses, who are uniquely qualified for promoting the health of the whole person by virtue of their education and experience, must be actively involved in making health care policies and decisions. They must coordinate and super-

vised the delivery of nursing care, including the delegation of nursing tasks to others (NCSBN 1995).

Delegation is transferring to a competent individual the authority to perform a selected nursing task in a selected situation. The nurse retains the accountability for the delegation. The delegation process consists of five steps: assessment, planning, accountability, supervision and evaluation. Prior to delegation the nurse has to consider

the patient's condition, plan of care, the availability of qualified staff, other required resources and the availability of supervision for staff. In planning for the activity, the nurse matches the patient's needs with personnel qualifications, available resources and appropriate supervision. The nurse has the ultimate responsibility and accountability for the management and provision of nursing care. While facility policy may say a task can be delegated, the nurse must determine that it is appropriate to delegate in a specific situation. Inappropriate delegation by the nurse and/or unauthorized performance of nursing tasks by unlicensed assistive personnel (UAP) may lead to legal action against the nurse and/or UAP. The nurse assumes responsibility for the nursing care provided and verifies that the UAP accepts the delegation and the responsibility for carrying out the activity correctly.

It is imperative that the nurse knows the skill level of the UAP. Appropriate delegation takes place when the two care providers know each other's strengths and weaknesses. Supervision includes communication that is clear, concise, consistent and complete. Both the nurse and UAP must know what the expectations are for completing the



activity. Two-way communication is an essential component of the delegation process. The nurse provides directions, which may include priority of the activity, expected timelines, guidelines for consulting with the nurse mid-activity and guidelines for reporting back completion of the delegated activity. Use of written and visual resources may be used to reinforce direction. Judgement regarding the level of detail and method of communication is dependent upon the complexity of the activity, the UAP's experience and competency and the availability of supervision. The UAP has a responsibility to ask questions and clarify any directions that are not understood. Repeating the directions to the nurse will confirm understanding and acceptance of the delegated activity. The nurse must monitor the progress by having checkpoints—when the UAP will report back and/or observing the performance of part or

Supervision includes communication that is clear, concise, consistent and complete.

all of the activity by the UAP. The UAP must ask for assistance when they are unclear about the activity. The UAP must seek out the nurse when unusual or unexpected observations or results are obtained. Questions by the UAP may inform the nurse as to the UAP's level of understanding and may alert the nurse that an UAP needs additional training.

Evaluation or follow-up is a continuous process. The UAP provides feedback to the nurse and the nurse provides feedback to the UAP. Evaluation of patient outcomes is essential in evaluating delegation decisions. The nurse is then able to assess the patient's response and revise the plan of care if needed. At the same time the nurse is evaluating the UAP's skill level.



Partnership... the key to health

You are invited to participate with the following Arkansas Department of Health programs to improve the health of Arkansans:

- The Arkansas Cardiovascular Health Program
- The Arkansas Diabetes Control Program
- The Arkansas Arthritis Program
- The Arkansas 5 A Day Program
- The Arkansas Governor's Council on Fitness
- Breast Care
- The Arkansas Cancer Coalition
- The Arkansas Cancer Registry

Join other key groups/individuals participating in the following activities:

- State planning with task forces and committees
- Promotion of environmental changes to improve access and remove barriers
- Establishment of policies that support and encourage healthy lifestyles
- Surveillance
- Educational efforts, materials, conferences
- Screening for breast and cervical cancer
- Outreach/Social marketing

For program information, or to establish a partnership, contact the Arkansas Department of Health's Chronic Disease Service Unit at **1-800-235-0002**.

Help the Arkansas Department of Health Defeat Chronic Disease!



Arkansas Department of Health
Keeping Your Hometown Healthy



www.healthylarkansas.com

Through this process, continuing education needs are identified as well as the UAP's ability to learn new skills (NCSBN 1997).

There are actions that nurses should take when they believe there is a conflict with the facilities policies or requirements and appropriate delegation. The supervisor should be notified when there is a lack of qualified staff or a mismatch of staff to patient needs. Outline your concerns for the supervisor when the policy conflicts with the law. Consult the ASBN or state nurses association for information to inform and support your position. Educate the employer as to the potential liability for the facility and the employer if harm were to occur to clients because of inappropriate delegation of nursing care. Prepare sample documentation, develop assertiveness skills, and practice role playing difficult personal interactions. Focus on client needs and safety and be prepared to explain legal implications. Don't simply fall back on "my license won't allow me to do it" (NCSBN 1997).

If the nurse chooses to refuse to delegate a task as directed by his/her employer, there could be disciplinary actions taken by the employer. To assist in the protection of the nurse's employment, it is essential to document concerns for patient safety as well as the process used to inform the employer of decisions. The nurse should keep a personal copy of this documentation and send a copy to the nurse executive. Courtesy requires a copy to be sent to the nurse manager. In addition, be familiar with your employer's grievance procedure. If necessary, follow each step carefully and in a timely manner (ASBN 1999).

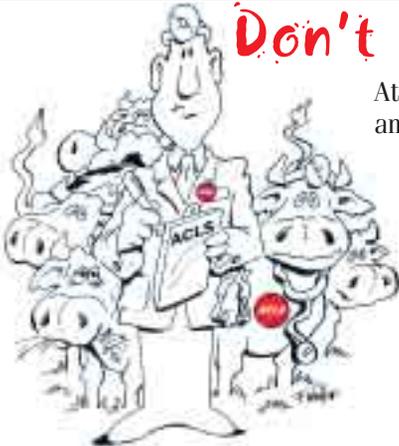
For additional information on Delegation and/or Scope of Practice visit the Arkansas State Board of Nursing (ASBN) web site www.arsbn.org or contact the ASBN office.

References

Arkansas State Board of Nursing (1999)

National Council of State Boards of Nursing (1995). Delegation: Concepts and decision-making process.

National Council of State Boards of Nursing (1997). Role development: Critical components of delegation curriculum outline.



Don't be part of the Herd!

Attend ACLS and ECG Classes in an entertaining and relaxed atmosphere!

STRESS-less ACLS GUARANTEED!

- 3-7 ACLS Classes given per month
- Advertised classes are NEVER cancelled
- Continuing education hours awarded for nurses, respiratory, and physicians
- Relaxed, individualized instruction from Doctor of Education

 **Dr. David Doernbach** **1-800-844-2257**
www.vsu.com



join our
family of
nurses

Conway Regional Health System has established a higher standard of nursing for our communities in Central Arkansas. To maintain this standard of care and continue our growth, we are looking for nurses to 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. Contact us today to join our team where you can achieve the delivery of complete, compassionate care we strive to provide as professional nurses.



**CONWAY REGIONAL
HEALTH SYSTEM**

Complete Compassionate Care

Human Resources – Employment
2302 College Avenue • Conway, AR 72034

EOE

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

address change

RECEIVE ASBN UPDATE, BUT NOT RENEWAL FORM? OR HAVE A NEW ADDRESS? A NEW NAME?

Although you received this *ASBN Update*, your current address may not be on file with the Board. The addresses on this journal were derived from a program that incorporates United States Postal Service address changes. But, the ASBN must mail all official mail—licenses and renewal forms—to the last address you submitted to the Board.

Pursuant to the *ASBN Rules and Regulations* Chapter Two Section X, a licensee shall immediately notify the Board in writing of an address change. The change may be made online at www.arsbn.org, faxed to 501.686.2714 or mailed to the Board office. The Board does not accept address changes by telephone or e-mail. There is no fee for an address change.

A licensee whose name has legally changed may apply for a replacement license by submitting the current license(s), the required fee of \$20.00, and a copy of the marriage license or court order for each license. (The court order must specifically state the new name to be used.) For your convenience, use this form for either an address or name change.

IT IS IMPERATIVE THAT THE BOARD HAVE YOUR CURRENT NAME AND ADDRESS

On all changes, please provide the following:

SS #:	ADDRESS CHANGE / NO FEE (Or online at www.arsbn.org)
LICENSE #:	NAME:
I DECLARE MY PRIMARY STATE OF RESIDENCE TO BE:	NEW ADDRESS:
SIGNATURE: (MUST BE SIGNED)	CITY, STATE, ZIP, COUNTY
NAME CHANGE (Certified copy of marriage license or court action must accompany fee.)	ENTER LICENSE NUMBER AND ENCLOSE \$20.00 FOR EACH LICENSE HELD.
CURRENT NAME:	LPN _____ \$20.00 _____
ADDRESS:	LPTN _____ \$20.00 _____
CITY, STATE, ZIP, COUNTY	RN _____ \$20.00 _____
FORMER NAME (LAST, FIRST, MIDDLE, MAIDEN):	APN _____ \$20.00 _____
	RPN _____ \$20.00 _____
	TOTAL _____

NCSBN Offers New Course on Critical Thinking

The latest offering of the National Council's Learning Extension—Sharpening Critical Thinking Skills for Competent Nursing Practice—is a self-paced course that helps nurses explore and develop critical thinking skills essential for safe and effective practice.

Nurses recognize that new, creative solutions are needed to achieve positive client outcomes in today's highly complex health care environment. This course sharpens critical thinking ability, inspiring nurses to anticipate and take measures to prevent future situations that could seriously affect clients. Users who successfully complete the course receive three weeks of unlimited, 24-hour access to the course and receive 36 contact hours. Course fee is fifteen (15) dollars. Please visit National Council's Learning Extension at www.nclex.com to register or for more information.

Next Issue:

National Nurses Week

ATTENTION

HOSPITALS AND HEALTH CLINICS...

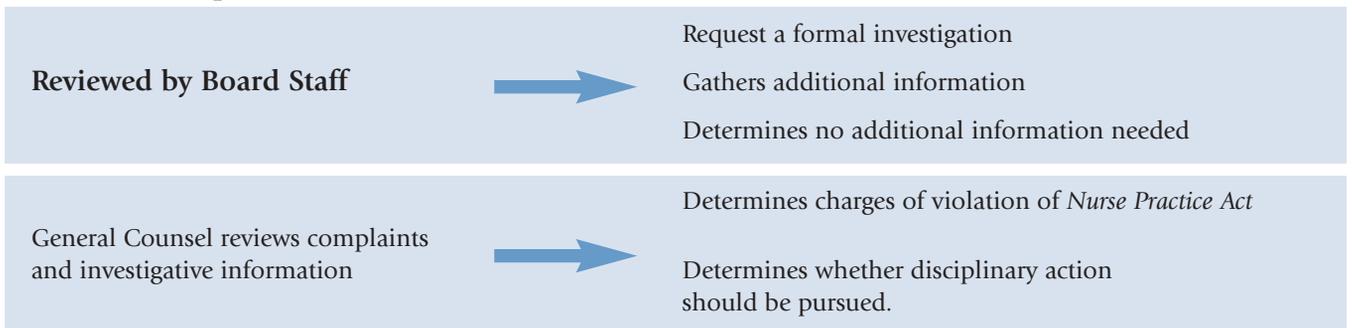
Recognize your nurses
for as little as \$250 in
this issue!

Reserve your ad today.
Call 1.800.561.4686

Disciplinary Action by the Board of Nursing

One of the methods used by the Board of Nursing to ensure protection of the public is to cause the prosecution of persons violating provisions of sections 17-87-101 through 17-87-402 of the *Nurse Practice Act of the State of Arkansas*. The following is the order of disciplinary proceedings against nurses in the state of Arkansas:

Letter of Complaint received



If disciplinary action is pursued, this can be accomplished in one of two ways:

Consent Agreement

The Board staff determines the violations and proposed stipulations. General Counsel draws up a legally binding contract.



The licensee receives a copy of the Agreement, agrees to the terms, including waiving their right to a hearing before the Board, signs the agreement, and returns it to the Board office. (If the licensee refuses to sign the agreement, the Disciplinary Hearing process begins.)



General Counsel and Director of Nursing Practice sign the Consent Agreement and forward it to the Board.



Board President signs the Consent Agreement following a majority approval by the Board.

Disciplinary Hearing

The General Counsel files formal charges. This may be done initially or after the licensee refuses a Consent Agreement.



Disciplinary Hearing is Held

If the Board finds the nurse violated the Nurse Practice Act:



Disciplinary Order

The Board issues an Order setting forth the discipline. (reprimand, probation suspension, revocation or limitation). This Order becomes effective the day it is signed.



Appeal

The licensee may appeal this decision to the circuit court of the County in which he or she resides or the Circuit Court of Pulaski County.

disciplinary actions

DISCIPLINARY ACTIONS—SEPTEMBER, OCTOBER, NOVEMBER 2002

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

Bostic, Verona Maxine Goodwin
R36062, (a)(4)&(6), CP \$800
Broach, Stacy Lynn Hulse Wagner
L32568, (a)(6), CP \$700
Brown, Sheila Jane
R44119, (a)(4),(6)&(9)
Douglas, Tina Marie Douglas Utley
L37486, (a)(6), CP \$600
Gibson, Jocelyn Merine Seets
R40964, P01196, L12447(exp)
(a)(6), CP \$600, ED
Griggs, Cayce Jonette Munkirs Asher
L31950, (a)(2)&(6), CP \$800
Hall, Katrina Ann
L39512, (a)(6), CP \$800, ED
Haynes, Rhonda Lynn Johnson Sweeney
R41348, L25387 (exp) (a)(4)&(6),
CP \$1400
Loveless, Lauren Elizabeth Goodloe
R29027, (a)(4)&(6), CP \$600
Nichols, Karen Dean Gubanski
L28493, (a)(6), CP \$700
Rodriguez, Jo Ann Elizabeth Miller
L35659, (a)(2),(4)&(6), CP \$700
Rossell, Carolyn Ann Coleman
R55204, (a)(4)&(6), CP \$800
Siccardi, Donita Renee Strickland
R42310, (a)(4)&(6)
Spence, Sheila Jean Mitchell
L25719, (a)(6), CP \$700
Swaim, Karen Sue Draper Standifer
R68187, L35476 (exp), (a)(6), CP \$600
Williams, Edwina Mattie Hill Bell
L15644, (a)(4)&(6), CP \$700
Wood, Timmy A.
R49016, (a)(4),(6)&(9), CP \$500
Young, Emanuel
L35073, (a)(4)&(6)

SUSPENSION

Bell, Benjamin
R49264, Probation Non-Compliance
Cook, Cynthia Diana Morrow Schreit
R36308, (a)(4)&(6), CP \$500
Crain, Shelley Louise Duggan
R18635, L10482 (exp), (a)(6)
Prieur, Reba Ann French
R20081, Probation Non-Compliance
Wood, Lisa Kathleen Adair
R35196, L25076 (exp)

VOLUNTARY SURRENDER

Billings, Tracy Lee
R28427

Callahan, Lisa Renee Jarrett Leakey Kellett
L31746
Dobbins, Julie Renee
R45092
Douell, Ronald David
R64075
Harper, Linda Gay Turner
R13495
Hicks, Danny Ray
T01495
Johnson, Delta Jean Crafton Lucie
R41119, L27633 (expired)
Layton, Pamela Elaine Baggs Burdin
L28783
Martin, Brian William
R64956
Martin, Debbie Lynn Muncrief
L13591
Sauders Beavers McClard
L13591
Martin, Heather Anne Cockman Johnston
L33220
Nantze, Debra Fay Phillips
R19638, P00911
Pruitt, Jennie Renee
L32705
Robinson, Rose Marie
R44696
Moore, Linda Faye Miller
R13512

REVOCAION

Kinter, Mark Silvon
L35362, (a)(6)
Riley, Rodney Wayne
L38227, (a)(6)

PROBATIONARY STATUS REMOVED

Canady, Lori Lynn Bales
R64708
Clark, Eloise Marie Williams Green
T01371
DeCamp, Kimberly Laree Valdes
L32826
Edminston, Katherine Joyce Jones
R29213
Freeman, Joan Wagner
R40024
Gonzalez, Paula Kaye
R64311
Magie, Lynn Dell Laws
R25817
Mickle, Jr. Paul Perrytaine
R56125
Polivka, Bonnie Mil Jones Dotson
L28339

Snyder, Paige Renee
R63025
Stanfill, Carolyn Sue Blan
L24584
Williams, Barbara Gammon
L36180

REINSTATEMENTS

Nelson, Jr., Raymond
L30722

REINSTATEMENT TO PROBATIONARY STATUS

Baldwin, Kathy Hope Petty
R13385, CP balance of \$720
Cullum, Francilla Gail
L35296

VOLUNTARY SURRENDER

Adams, Jr., Benjamin Franklin
R26214
Barnett, Patricia Naoma Vandenbiggelaar,
R64958
Beck, Heidi Lynn
L28361
Cameron, Patricia Jane Williams Blakely
R37019
Coleman, Mary Joan Lashlee
L06363
Deaton, Jeff C.
C01032, R52058
Foreman, Willa Jean Henton
R37101, L17172 (exp)
Green, Martha Ellen Burns
L26726
Migues, Elizabeth Ann Winters
R49313, L30383 (exp)
Miller, Jeannie Michelle Deloury Lewis
R39850
Pickard, Deborah Lynn Fureigh Capshaw
R15189
Suggs, Betty Rhonda Tedder Austin
R36794
Weatherly, Patricia Diane Kidder
L31572

ASBN HOT CHECK NOTICE

The following name appears on the ASBN records for checks returned to the ASBN due to insufficient funds. If practicing in Arkansas, she may be in violation of the *Nurse Practice Act* and could be subject to disciplinary action by the Board. Please contact Darla Turner at 501.686.2705 if she is employed in your facility.

Sivils, June Elizabeth.....L30290

Honorable Governor Mike Huckabee. I must say, this was unbelievable! I have always tried my best to be a diligent worker in the field of nursing, and someone had recognized this. As a Board Member, I am charged with protecting the public and offering my experience from the diploma graduate perspective. I also served as chairman of the Education Committee for two (2) years. Being a Board Member has been very enlightening. It is very fulfilling to

work with a wonderful group of people with such a diversity of experience.

In 2000, I changed from hospital nursing to education at Southeast Arkansas College in Pine Bluff, where I am coordinator and instructor for surgical technology. I still have the opportunity to contribute to nursing by encouraging my students and many others to pursue nursing as a profession. I continue to work on an

as-needed basis at a surgery center.

On a personal note, I haven't always had the best of circumstances in my life, but I have learned to be thankful for every day I get the opportunity to spread love to others. Nursing for me hasn't been just a job; it is a ministry. It has blessed me to be a support to others. Nursing is never about just me. It is about what I am doing to make the quality of life better for someone else.

STATEWIDE CAREER OPPORTUNITIES

FOR ADVERTISING RATES AND MECHANICAL SPECIFICATIONS, PLEASE GO TO WWW.PCIPUBLISHING.COM AND CLICK ON *ASBN UPDATE*.



Caring For South Arkansas

- ✓ BONUS AVAILABLE ✓ EXCELLENT BENEFITS ✓ CRITICAL CARE
- ✓ MEDICAL SURGERY ✓ LABOR & DELIVERY ✓ EMERGENCY ROOM
- ✓ EVENING DIFFERENTIAL ✓ NIGHT DIFFERENTIAL ✓ WEEKEND DIFFERENTIAL

JEFFERSON STAFFING SOLUTIONS - IN-HOUSE AGENCY
(13 WEEK ASSIGNMENTS)

RNs UP TO \$29/HR.	WEEKEND OPTION	8 HOUR SHIFTS
FULL TIME ASSIGNMENT	LPNs UP TO \$19.43/HR.	PER DIEM POOL
2 YEARS EXPERIENCE REQUIRED IN REQUESTED AREA		

Jefferson Regional Medical Center is committed to providing measurable quality health services in a caring environment, which fulfill the needs of our patients, physicians, employers, employees and community.

(870) 541-7673	1515 West 42nd Ave.	Pine Bluff, AR 71603
	www.jrmc.org	EOE

MEDICAL STAFFING NETWORK



We understand your needs.
We offer flexible scheduling
& top pay for all specialties.
Everything we do,
it's all about you.

RNS - LPNS - ALLIED HEALTH

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

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



www.MSNHealth.com

We pay more because YOU are worth more!
RNs up to \$73,000, LPNs up to \$52,000...

JOIN A HIGH-CALIBER NURSING TEAM AND ENJOY THE BENEFITS:

- | | |
|----------------------|-----------------------------|
| ■ PREMIUM PAY | ■ SHORT-TERM CONTRACTS |
| ■ 100% DAILY PAY | ■ NC REWARDS PROGRAM |
| ■ COMPLETION BONUSES | ■ EDUCATIONAL OPPORTUNITIES |
| | ■ FREE CEUs |
| | ■ TRAVEL OPPORTUNITIES |

IMMEDIATE OPENINGS AVAILABLE FOR RNs AND LPNs.



Nursing Connection, Inc.

The right connection to your staffing needs

225-5050 info@thenursingconnection.com

EOE

1701 Centerview Dr., Ste. 315 • West Lake Corporate Park • Little Rock

NORTHWEST HEALTH

See your career taking steps.
Look at the world of opportunities available to you through Northwest Health System.

Apply at www.northwesthealth.com or call 479-757-4435.

is for new beginnings

Shape of Health

www.northwesthealth.com

Northwest Medical Center of Benton County Opening 2002	Bates Medical Center 622 N. Walton Blvd. Batesville, AR 72713 819-857-3463	Northwest Medical Center of Washington County 688 W. Maple Ave. Springtown, AR 72764 479-757-4435
--	--	---

CLINICAL PRACTICE GUIDELINES AVAILABLE

The Agency for Healthcare Research and Quality (AHRQ) in a partnership with the American Medical Association and the American Association of Health Plans, launched the National Guideline Clearinghouse (NGC) approximately two years ago. Since its inception, over 900 clinical practice guidelines have been indexed and posted on the NGC at www.guideline.gov.

LITTLE ROCK GRECC PRESENTS

GERIATRIC MEDICINE UPDATE: MANAGEMENT OF CANCER IN THE ELDERLY

February 7-8, 2003

Holiday Inn Select – Shackleford Road, Little Rock

COURSE DESCRIPTION: This is a 1 1/2 day conference that will address issues in diagnosing and selecting cancer treatment options for older adults. The newest approaches to cancer management in the elderly patient will be explored. Management challenges and strategies will be addressed. CME credits will be offered.

This meeting is sponsored by the Little Rock VA Geriatric Research, Education and Clinical Center (GRECC) and the Arkansas Geriatric Education Center.

CONTACT: Kay Guthrie 501-257-5547 or guthriekayb@uams.edu.

REGISTRATION: 501-661-7962 or visit our website at www.littlerockgrecc.org

STATEWIDE CAREER OPPORTUNITIES

FOR ADVERTISING RATES AND MECHANICAL SPECIFICATIONS, PLEASE GO TO WWW.PCIPUBLISHING.COM AND CLICK ON *ASBN UPDATE*.

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.

Get paid daily or weekly and enjoy flexible scheduling.

Urgent needs for Critical Care and Med. Surg. Nurses.

4, 8 & 13 week contracts available locally.

Med/Surg
LPN to \$21 – RN to \$28

Critical Care
LPN to \$23 – RN to \$32

Call Angie or Angela to learn more. 510-666-1825 / 800-959-4825
Ahpurses@sbcglobal.net or www.ahpnurses.com

STAFFING RNS, LPNs & CNAs

- WEEKLY PAY
- IMMEDIATE PLACEMENT
- CONTRACTS OR PRN
- SERVING ALL OF ARKANSAS
- NURSE OWNED & OPERATED

501-224-4059
866-258-4059
501-224-4295 Fax

Nursing
Concepts Inc.

11038 WEST MARSHAM
SUITE 440
LITTLE ROCK, AR 72205

WWW.NURSINGCONCEPTS.COM

This Space For Sale

WASHINGTON REGIONAL MEDICAL CENTER

**HELP US
BUILD A
HEALTHIER
FUTURE
FOR
NW
ARKANSAS**

Washington Regional
Medical Center
Fayetteville, AR
(479) 713-1065

Come be a part of our future!

This is your chance to become a part of something special...a new hospital, a new location, but still the best health care around.

Come check us out!

- Excellent patient care delivery model
- Unsurpassed commitment to your training and continuing education
- Competitive compensation and benefit package
- State of the art facility
- Much, much more!!

Contact Human Resources Today!

Call (479) 713-1065 or email:
thebestjobsare@wregional.com

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 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

661-9995 or 661-9987

1405 N. Pierce Street, Suite 307
Little Rock, AR 72207

STATEWIDE CAREER OPPORTUNITIES

FOR ADVERTISING RATES AND MECHANICAL SPECIFICATIONS, PLEASE GO TO WWW.PCIPUBLISHING.COM AND CLICK ON *ASBN UPDATE*.

<http://rhp.uams.edu>

For all of your on-line
Continuing Education needs,
UAMS Rural Hospital Program
(501-686-2590).

UAMS

ALL OUR BEST FOR A HEALTHY CAREER.



Some nurses follow the "traveling path" with the promise of higher pay. Now, You can have it all . . . right here.

- More money
- Better benefits
- Great flexibility

BAPTIST HEALTH IN-HOUSE AGENCY

RNs - \$25 and LPNs - \$16

IN-HOUSE AGENCY PLUS

RNs - \$30 and LPNs - \$20

plus shift differential

For more information call 501-202-2475.



Baptist Health



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



MERCY HEALTH SYSTEM OF NORTHWEST ARKANSAS

St. Mary's Hospital, Mercy Health
Center, Mercy Medical Clinics

We are a not-for-profit, faith-based organization that offers competitive salaries and benefits. Nurses have a wide variety of opportunities with our system. Call today to see why so many have joined the Mercy family!

Lisa Milam, Recruiter
1200 West Walnut Street
Rogers, AR 72756

lmilam@roge.mercy.net
phone: 479-986-6439
fax: 479-986-6440

www.mercyhealthnwa.smhs.com

Located in beautiful and growing Northwest Arkansas - home of several Fortune 500 companies — offering ample outdoor recreation (including lakes and golf) and easy access to the U of A Razorback sporting events!

Excellent Service...EVERYDAY!

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

YOUR HEALTHCARE EDUCATION SPECIALIST



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

ON SITE AND PRIVATE COURSES AVAILABLE

THE CPR CENTER

479-785-1578
www.cprcenter.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

Tenet Nursing...



Just Be Yourself.

Bring your personal touch to nursing by joining the Tenet team. We're not just another healthcare system, our patients aren't merely numbers and you're not just another nurse. Tenet appreciates each individual, from the emergency room nurse who comforts a frightened four-year-old to the RN who gives the elderly cancer patient a reason to laugh.

With Tenet, you can enjoy working in a family-like atmosphere while getting all the perks of a thriving company. Here's what to expect:

- Competitive salaries and comprehensive benefits, including a top-rated 401(k) retirement savings plan, employee stock purchase plan, an array of insurance options and flexible paid time-off.
- Tuition reimbursement as well as Tenet.edu, an innovative continuing education program for Tenet employees that blends traditional classroom instruction and Internet-based courses. Get the leadership development, technical education and training you need to advance your career.
- Tenet Rewards Discounts, providing significant savings on cell phones, travel, home computers, personal insurance and more.

Tenet is ready to help you succeed, as a person and a healthcare professional. Come grow with us!

**Saint Mary's
Regional Medical Center**
Russellville, AR
479.964.9140

**Central Arkansas
Hospital**
Searcy, AR
501.278.3155

**National Park
Medical Center**
Hot Springs, AR
501.620.1302

**Regional Medical Center
of NEA**
Jonesboro, AR
870.972.7000



www.tenethealth.com

Arkansas Children's Hospital

Little Rock, Arkansas

Make a Real Difference in the Life of a Child

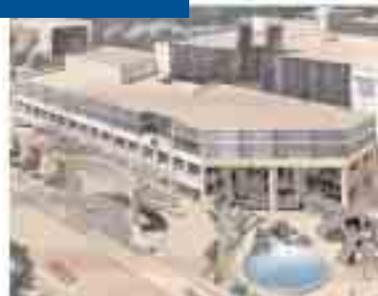
Who we are...

- Arkansas' only pediatric healthcare center
- One of the largest children's hospitals in the nation
- The only place in Arkansas to practice all dimensions of pediatric nursing
- The best place to develop pediatric nursing expertise
- A high-tech environment blended with compassion and a family-centered philosophy



What we offer...

- Excellent nurse/patient ratios
- Individualized precepted orientation
- Clinical ladder
- Advanced practice roles
- Flexible scheduling options



What's in it for you...

- Opportunities for professional growth
- Career advancement
- Recognition as a key member of the interdisciplinary team
- Learning from the clinical leaders



We have everything but YOU!