



ASBN

Volume 13 Number 2

March 2009

Update

www.arsbn.org

2008
Nursing
Compassion
AWARD

CONGRATULATIONS
Jasper Fultz
OF WHITE COUNTY
MEDICAL CENTER

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 Kathy Hicks, RN
VICE-PRESIDENT Lori Eakin, LPN
SECRETARY Brenda Murphree, RN
TREASURER Peggy Morgan, LPN
Cynthia Burroughs, Consumer Rep.
Darlene Byrd, APN
Gladwin Connell, Rep. of Older Population
J. Roger Huff, LPN
Clevesta Flannigan, LPN
Cassandra Harvey, RN
Sandra Priebe, RN
Doris Scroggin, RN
Cathleen Shultz, 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 LouAnn Walker

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

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

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

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



Created by
Publishing Concepts, Inc.
Virginia Robertson, Publisher
vrobertson@pcipublishing.com
14109 Taylor Loop Road
Little Rock, AR 72223

For advertising information contact:
Michele Forinash at mforinash@pcipublishing.com
501.221.9986 or 800.561.4686

www.thinkaboutitnursing.com

edition 37

C o n t e n t s

The ASBN Update's circulation includes over 48,000 licensed nurses and student nurses in Arkansas.

Executive Director's Message • 4

President's Message • 6

Board Business • 6

Three New Board Members Appointed • 7

Learning the Acronyms • 10

Stress Free Name Change With Your Online Renewal • 12

Advanced Practice • 13

Continuing Education: Helping to Educate Every Nurse • 14

Online Continuing Nursing Education • 15

ASBN Accounting... Ensuring Your Fees Are Used Responsibly • 19

Arkansas Homecare Agency Wins National Awards For Chronic Care Model • 21

Signing the Bylaws • 22

Setting Limits - Professional Boundaries • 24

New Focus On Colorectal Cancer Screening Aims to Save Lives • 25

Compassion Award Winner • 26

Disciplinary Actions • 27



LITTLE THINGS MAKE A DIFFERENCE

Remember the old saying, "When mama ain't happy, ain't nobody happy!" I suppose the premise was that when mama wasn't happy, she made everybody else miserable. I can relate to that! My husband would probably tell you that he knows from experience that the saying is, indeed, true.

An article recently written started with the antithesis of that old saying. The article was about what hospitals are doing to retain their nurses during this, the worst nursing shortage we have seen in decades. The title of the article was "Hospitals focus on keeping nurses happy". It starts out by saying: "When nurses are happy, everybody is happy." It goes on to explain that when nurses are satisfied with their jobs, their attitudes affect patient satisfaction and employee morale. Because employers are facing high turnover rates and a national nursing shortage, they are increasingly focusing on supporting the nursing staff.

Support comes in lots of different shapes and sizes, but one method that is beginning to get a lot of attention is helping new graduates feel comfortable with the transition from nursing school to the fast paced, high-stress working environment. Transition to practice – that's what it's called. Last fall Des Peres Hospital in Missouri became the first in the state to offer an RN residency program to new graduates. During the 18 week program, new nurses spend a fourth of their time in the classroom and the rest on their hospital unit with a mentor. Classes are taught by pharmacy, social work, respiratory and physical therapy and other departments to help the new graduate build relationships throughout the hospital.

Another hospital reported, after instituting a residency program, that they reduced its turnover rate in the first year from 50 percent to 14 percent. Now that's a retention strategy! Kentucky actually has a statutorily mandated nurse residency program that is required prior to issuance of the first nursing license. The new graduate takes the licensure examination, is issued a temporary license and then completes the residency prior to issuance of the permanent license.

According to the American Hospital Association, the job vacancy rate for nurses in U.S. hospitals is expected to more than triple over the next decade. Retention is going to be a major focus. And sometimes it is more the "little things" that make a difference in whether a new graduate decides to stay in or leave his/her first nursing position.

I have a subscription to an executive search that gives me abstracts on new leadership books being published. One in particular that caught my eye is *Every Monday Matters* by Matthew Emerzian and Kelly Bozza. It's about a man picking up trash. (Trust me, it's interesting!) Someone calls him weird. Why would anyone want to go around picking up trash? It makes the author think about all the little things that people can do each day to make a difference. He put his collection of "little things" into this book.

Little things matter. Money is important, but not as important as respect, pride in the knowledge of a job well done, participation in decision making and a work environment that fosters learning and creativity. These little things matter to new graduates, to nurses that have five years experience and to those of us that have over 30 years under their belts. Hmmmmm – something to think about!

Faith A. Fields



PATIENT ADVOCACY AND THE MISSION OF THE ARKANSAS STATE BOARD OF NURSING

The Arkansas State Board of Nursing (ASBN) fulfills patient advocacy and its mission by regulating the practice of nursing. This includes establishing the scope of practice for all levels of nursing, approving board rules that are in concert with Arkansas statute, regulating nursing education curricula, promoting continued competence and taking disciplinary action when necessary.

One of the ways nurses fulfill their advocacy role is by providing appropriate quality nursing care for their patients. Nurses provide appropriate nursing care by practicing within their scope of practice. They must recognize their limitations and not be fearful of speaking out about their concerns. They must remain competent by keeping abreast of new technology, procedures, best practices, therapies and medications. With the rapid advancements in health care this changes almost daily. Nurses must be good communicators on many levels. They must be able to communicate on a professional level with the patient's physicians and other health care professionals, on a personal level with the patients and their families; while always keeping in mind that the patient is their first priority. The nurse should be the patient's primary advocate.

One of the ASBN's roles in patient advocacy is to set minimum standards and approve educational programs that lead to licensure. By approving these programs and providing the licensure exam, the ASBN is ensuring the public that the graduates have the knowledge, skill and ability to practice safely at the entry level. These roles of the ASBN enable Arkansas nurses to provide advocacy within the framework of the law and approved rules.

As ASBN president and members of the ASBN, we have taken a vow to protect the public. Nurses take a vow to provide advocacy and appropriate care for their patients and in doing so, protect the public.

If you have any questions about the scope of practice or the ASBN's position on specific nursing issues, the ASBN Web site (www.arsbn.org) is an appropriate, informative resource for you. The Web site also contains valuable continued competence information.

Together we can ensure that the residents of Arkansas are provided the best possible health care. Together let's make 2009 the safest year yet for our citizens requiring health care from Arkansas' many professional nurses.

Board Business

Board President Kathy Hicks presided over the disciplinary hearings held on January 14 and the business meeting held on January 15. Highlights of board actions are as follows:

- Approved the Pediatric Nursing Certification Board Acute Care Pediatric Nurse Practitioner Examination
- Granted initial approval to the Northwest Arkansas Community College medication assistant training program
- Granted continued full approval until the year 2013 to:
 - Arkansas Tech University bachelor of science nursing program
 - University of Arkansas at Fayetteville bachelor of science nursing

program

- Arkansas Northeastern College associate degree nursing program
- Southern Arkansas University practical nurse program
- Arkansas Tech University – Ozark practical nurse program
- East Arkansas Community College associate of applied science in nursing program
- Approved a revision to the board governance policy that no board member shall be eligible for election to an officer position if his/her current term will expire during the year of election
- Approved the Guidelines for Quality Assurance and the Guidelines for Pre-

- scriptive Protocols for advanced practice nurses with prescriptive authority
- Defined self-reporting as the licensee reporting in writing a violation of the Nurse Practice Act prior to receipt of the written report from another source
- Approved ASBN All-Hazards Preparedness and Recovery Emergency Operations Guidelines
- Rescinded the proposed rules related to notification of patients by the advanced practice nurse as to the collaborating physician contact information
- Voted to support legislation to remove APN collaborative practice requirements

THREE NEW BOARD MEMBERS APPOINTED

Gov. Mike Beebe recently appointed three new members to the Arkansas State Board of Nursing. They are:

J. Roger Huff, of Springdale, is a licensed practical nurse at Circle of Life Hospice – Earlene Howard Hospice Home and a nursing clinical instructor in the LPN education program at Northwest Technical Institute School of Nursing. He fills the position for one of the licensed practical or licensed psychiatric technician nurses on the Board. Huff earned a practical nursing certificate from Northwest Technical Institute School of Nursing. He has served on various boards and committees including being advisory board chairman of the Northwest Technical Institute School of Nursing and serving on the Health Careers Advisory Board at Rogers High School. Huff is married to Jan Westcoff Huff, RN, and has two daughters.

Sandra J. Priebe, of Mountain Home, is a registered nurse and fills the position for one of the baccalaureate or higher degree nurses on the Board. She received her bachelor's degree from the University of Arkansas for Medical Sciences in Little Rock. Priebe earned her Master of Science in nursing from Arkansas State University in Jonesboro. She is the risk manager and hospital compliance officer at Baxter Regional Medical Center in Mountain Home. Previously, she served patients as a charge nurse and was the assistant director of nursing at Baxter Regional Medical Center for 24 years. Priebe, a native Arkansan, stated, "My nursing career has always involved patient safety and the Arkansas State Board of Nursing has as its' focus patient safety. By serving on the board I can go outside of my hospital and county to work on patient safety in the nursing profession." She is married and has two adult children and two grandchildren.

Cathleen M. Shultz, of Searcy, is a



L to R: J. Roger Huff, LPN; Cathleen M. Shultz, Ph.D., RN, CNE, FAAN; Sandra J. Priebe, MSN, RN.

registered nurse and fills the position for one of the baccalaureate or higher degree nurses on the board. She is a professor and dean of nursing at Harding University in Searcy. Shultz earned a diploma in nursing from East Liverpool City Hospital in East Liverpool, Ohio. She earned a bachelor's degree from the University of South Carolina in Columbia, S.C., a master's degree from Emory University in

Atlanta, Ga., and a Ph.D. from Vanderbilt University in Nashville, Tenn. Shultz has received the Outstanding Alumna – University of South Carolina, University Distinguished Teacher Award twice and in 2008 received the National Outstanding Geriatric Nursing Curriculum Innovation Award. She is the incoming president of the National League for Nursing. "Service to others is an important part of a nurse's career. Often as nurses we are blessed by the public's tax dollars and others providing us loans and scholarships which lead to meaningful lifelong employment. This is an opportunity to give back and serve the public and nursing. I am honored that Gov. Beebe appointed me to the position of service to the board," Shultz said. She is married to Dr. Sam Shultz, a pediatrician with UAMS.

STAFF DIRECTORY

ARKANSAS STATE BOARD OF NURSING

1123 South University Ave., Suite 800
Little Rock, AR 72204
Office Hours: Mon - Fri
8:00-12:00; 1:00-4:30
Phone: 501.686.2700
Fax: 501.686.2714
Verifications:
501.682.2200
www.arsbn.org

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

ADMINISTRATION

Faith A. Fields, MSN, RN
Executive Director
Fred Knight
General Counsel
Mary Trentham, MNsc,
MBA, APN-BC
Attorney
Pamela Tyler
Executive Assistant
LouAnn Walker
Public Information Specialist

ACCOUNTING

Darla Erickson, CPA
Director of Accounting
Lauren Belt
Receptionist/Cashier
Gail Bengal
Accounting Assistant
Andrea McCuien
Receptionist/Cashier

DISCIPLINE & PRACTICE

Phyllis DeClerk, RN, LNCC
Director of Nursing Practice
Deborah Jones, MNsc,
RN, LNCC
Assistant Director of Nursing Practice
Carmen Sebastino
Data Entry Secretary
Patty Smith
Disciplinary Assistant
Leslie Suggs
Disciplinary Assistant

EDUCATION & LICENSING

Sue Tedford, MNsc, RN
Director of Nursing Education

Jackie Gray, EdD, MNsc,
RN

Assistant Director for
Advanced Practice
Nursing

Calvina Thomas, Ph.D.,
RN

Assistant Director of
Nursing Education

Margie Brauer
Licensing Coordinator/
Endorsements

Naomi Bryant
Licensing Coordinator/
Examinations

Lori Gephardt
Administrative Assistant

Ellen Harwell
Licensing Coordinator/
Advanced Practice

Susan Moore
Licensing Coordinator/
Renewals

Mary Stinson
Education Assistant

Tanya Warden
Data Entry Secretary

INFORMATION TECHNOLOGY

Matt Stevens
Information Systems
Administrator

2009 BOARD MEETING DATES

DATE	DAY	AGENDA
MARCH 18	WEDNESDAY	BOARD STRATEGIC PLANNING
MARCH 19	THURSDAY	DISCIPLINARY
MAY 13	WEDNESDAY	DISCIPLINARY
MAY 14	THURSDAY	BUSINESS
JUNE 10	WEDNESDAY	DISCIPLINARY
JUNE 11	THURSDAY	DISCIPLINARY
JULY 22	WEDNESDAY	DISCIPLINARY
JULY 23	THURSDAY	DISCIPLINARY
SEPTEMBER 16	WEDNESDAY	DISCIPLINARY
SEPTEMBER 17	THURSDAY	BUSINESS
*OCTOBER 21	WEDNESDAY	DISCIPLINARY
*OCTOBER 22	THURSDAY	DISCIPLINARY
NOVEMBER 18	WEDNESDAY	DISCIPLINARY
NOVEMBER 19	THURSDAY	DISCIPLINARY

*WILL DECIDE BY SEPTEMBER IF DATES ARE NEEDED.

ASBN NOTICE OF INSUFFICIENT FUNDS

The following names appear on the ASBN records for checks returned to the ASBN due to insufficient funds. If practicing in Arkansas, they may be in violation of the Nurse Practice Act and could be subject to disciplinary action by the Board. Please contact Gail Bengal at 501.686.2716 if any are employed in your facility.

Rosa Marie Bradley	L16658
Kim Dean Carmichael	L38334
Michelle Davis	R66067
Stacie Goodnight	L33798
Jessica Gonzalez	Exam Application
Toni Diane McKeever	R42190
Becky Pearrow	R44401
Amber Sanders	R73529
Nathan Shaheed	T01220
Angela Shupert	L37543
June Elizabeth Sivils	L30290
Della Williams	L28175
Sally F. Williams	L26287



BOARD MEMBERS - Seated, L to R: Peggy Morgan, LPN, Treasurer; Kathy Hicks, RN, President; Lori Eakin, LPN, Vice President; Darlene Byrd, APN Standing, L to R: Roger Huff, LPN; Cathleen Shultz, RN; Brenda Murphree, RN, Secretary; Doris Scroggin, RN; Cassandra Harvey, RN; Sandra Priebe, RN; Clevesta Flannigan, LPN; Gladwin Connell, Rep. of the Older Population; Cynthia Burroughs, Consumer Rep.



LETTER TO THE EDITOR

I really enjoy receiving the ASBN Update as it is very informative and provides a lot of needed information. The article that Mary Trentham wrote entitled "Patient Abandonment - What is it really?" was especially well written and timely. That article was directed at inpatient care for the most part, but it raised questions in my mind concerning abandonment for patients in home health. Questions arise at times concerning when it is proper to discharge a patient for reasons other than what we know are "acceptable" reasons. For example, safety of nurses visiting the home, or caregiver not compliant, willing or able to care for the patient between skilled nurses visits or concern for safety and well being of patient due to lack of proper care for the patient. Of course, Adult Protective Services is contacted in these circumstances and the physician is informed of the situation, but is there a point when the home health agency can discharge a patient in circumstances like these and it not be considered abandonment? Clarification on these matters would be very much appreciated.

Hayes "Shane" Reddin, RN
*Administrator/DON, Dallas County
Medical Center HomeCare*

Response from Deborah L. Jones, RN, MNsc, ASBN Assistant Director of Nursing Practice

Thank you for your kind remarks about the ASBN Update. The ASBN does not have a rule or position statement that addresses abandonment in a specific

setting. The ASBN Rules, Chapter 7, Section IV # 6, describes acts considered to be unprofessional conduct. One descriptor is leaving the nursing assignment without notifying the appropriate person. This is the test the ASBN staff use to evaluate patient abandonment. If you notify the appropriate person(s), in

your case the client or guardian, that you will no longer provide services and give them time to replace your service, you will have met the ASBN's requirement of notifying the appropriate person. This only protects the nurse's license and does not protect you from other regulatory authorities, requirements or civil liability.



LEARNING THE ACRONYMS

Governor Mike Beebe appointed me to a four year term on the State Board of Nursing in the spring of 2008. I am one of two consumer members on the board. Currently, these members are not nurses and are not commercially or professionally connected with the health care industry. I come to the board with a deep respect for the nursing profession, derived from a lifelong career as a pastor to people and numerous contacts with a variety of nurses in health care contexts. From day one I have been continually impressed with both the commitment and integrity of the board and staff members in upholding the mission of the board, which is to protect the public's health.

During my more than 40 years of active ministry I had the opportunity to serve on numerous boards, ranging from the local level to the international level. But, my appointment to this board has been a totally different and new opportunity for me. It has been a learning experience from my first meeting and continues to be. I differ

from a majority of the board members in that I do not know all the terminology and methodology of the nursing profession.

I am becoming more aware of, and comfortable with, the vocabulary and terminology. I was completely lost the first few months in a sea of acronyms and abbreviations and found myself praying for a glossary of terms! I was constantly struggling to understand what was being discussed and often had to have "translators" to help me understand the nature of our deliberations. Now, I am much more comfortable when I see or hear NCLEX, APN, LPTN, NP, CNS and other such acronyms. Occasionally I still have to seek help, but everyone on the board has been more than generous and patient with me as I have learned the ropes.

I had observed the nursing profession as a pastor visiting the ill and also as a patient seeking medical assistance. But, I was not aware of the requirements for the various categories of the nursing profession and certainly not aware of the regulations governing their practice. I have quickly learned

that everyone is interested and invested in the practice of nursing, as it should be.

The aim of the nursing community is for its professionals to ensure quality care for all persons, while maintaining their credentials, ethical codes, standards and competencies and continuing their education. I have also learned there are a number of educational paths to becoming a professional nurse. All involve extensive study of nursing theory and practice and training in clinical skills.

The practice of nursing is governed by laws that define the scope of practice and are mandated by state and federal laws. It is a responsibility of the state Boards of Nursing to ensure that nurses are held accountable and legally responsible for their practice. The standard of care is that of a "prudent nurse."

I represent the older consumer population on our board. As an older consumer I am constantly aware of, and sympathetic to, the desire to contain health care costs, espe-

Nurses – Save the Date

January

- Nurses Day at the Capitol: 27th

February

- American Heart Month
- Women's Heart Health Wk: 1-7
- Patient Recognition Week: Feb 1-7

March

- CE Cruise: Mar 29-Apr 5
visit thinkaboutitnursing.com for more info
- National Nutrition Month

April

- Child Abuse Prevention Month
- Administrative Professionals Wk: 19-25

May



- Nurses Week May 6-12
- Celebrate Nursing at these events:
- Naturals Baseball Game (NWA) May 4 @ 7pm
- Twisters Football Game May 9 @ 7pm
- Travs Baseball Game May 10 @ 2pm
- For details, visit thinkaboutitnursing.com

June

- Professional Wellness Month
- Nursing Assistants Wk: 11-18
- Prostate Cancer Awareness Day: 21st

July

- Independence Day: July 4
- Mental Illness Awareness

August

- Immunization Awareness
- Spinal Muscular Atrophy Awareness Month

September

- Cholesterol Education
- Prostate Cancer Awareness Wk: 21-27

October

- Keep Watching! You will want to join!
- Breast Cancer Awareness



November

- National Hospice Month
- American Diabetes Month
- Great American Smokeout: 20th

December

- 7th Annual Nursing Expo: 5th Clear Channel Metroplex, 9a-3p



cially as it affects the accessibility and affordability of health care in Arkansas. Yet, I would never want that pressure to affect the quality of nursing care our people receive. All of our deliberations and decisions on the Board of Nursing to license, discipline and define scope of practice are ultimately guided by the goal of quality care for the people of Arkansas.

The shortage of nursing personnel is also another concern for older consumers. The board is attempting to alleviate that concern by providing nursing education in settings across the state that is accessible and affordable. They are to be commended for providing such opportunities for residents across the state to obtain the education and skill for a career in nursing.

Older consumers are also keenly interested in providing compassionate and skilled care for our older citizens in rehabilitation and nursing home settings. The Nurse Practice Act provides the board with the rules and regulations to ensure that this care is provided for our seniors.

It is an honor and a real joy to serve on the State Board of Nursing in Arkansas. It is my fervent hope that my role on the board will make a positive difference for the people of Arkansas.

Jobs, Education, and Fun!



Reach thousands of nurses, student nurses, high school students, and potential allied health candidates in one place, at one time.

NURSING EXPO 2009
SAT. DECEMBER 5TH
EXHIBITOR BOOTH SPACE
Now Available

Join other exhibitors and sponsors such as:

- Arkansas Children's Hospital
- Baptist Health
- Central Arkansas VA
- St. Vincent
- UAMS
- Washington Regional

Don't miss your chance! Call Michele
501-221-9986
Or Visit thinkaboutitnursing.com for more information.

DON'T WAIT!



By Pamela Tyler, EXECUTIVE ASSISTANT

STRESS FREE NAME CHANGE WITH YOUR ONLINE RENEWAL

You might remember this commercial. It's one of my favorites. Two older gentlemen are sitting on the front porch on a beautiful sunny day. One of the men says that he's only drank one brand of tea his whole life. Suddenly, the other gentleman hands him a glass of the "other brand" of tea. After he takes a sip, he suddenly realizes the wonderful taste he's been missing because of being stuck in the rut of drinking the same old brand. Then he says, "Kind of makes you rethink your whole life."

What does this have to do with online renewals? Well, many of you felt the same way the first time you renewed online. For years you only renewed one way: you used the paper forms. Then after you tried the online renewal for the first time, your eyes were opened to the ease and convenience of renewing online. While the experience

may not have prompted you to 'rethink your whole life,' some of you did ask yourself, "Why didn't I do this years ago?"

More than 90 percent of you are renewing your nursing license online, and to you we say thanks! Remember, the day will come when nurses in Arkansas will no longer be issued a paper license. At that time the nurse will be required to renew online, and verification of the renewed license will have to be done online. There will be no other option.

With all of the ease and convenience of renewing online, we are still trying to understand why some still request the paper forms. One thing we've noticed is that some nurses who have to renew also need to complete a name change. Since a nurse cannot change her name online, she might feel obligated to request a paper form so she can mail the legal document for

the name change along with her renewal forms. Be aware that you can complete a name change even though you are renewing online. Here is some pertinent information to remember when you are preparing to renew your license and complete a name change with renewal:

- **Before** you go online to renew, fax or mail us a copy of the legal document that explains the reason for your name change. This might be a marriage license, divorce decree or a court document showing that you have undergone a legal name change. Note in your correspondence to the ASBN that you will be renewing online soon. This notifies the renewals department that your name must be changed in our system within the next 48 business hours. If you do not let us know that you are waiting on the name to be changed so you can renew online, your name change will be processed within the normal 7 to 10 business day time frame.
- We must receive the legal document in our office at least 48 business hours before you renew online if you expect your new license to show your new name.
- If we do not receive your legal document for your name change 48 hours before you renew, your new license will be mailed to you with your old name on it. At that time, you will have two options: 1) Keep the license, but know that your name will be changed in our system when we do receive the legal name change document. After your name is changed in our system, you are to sign your new name when practicing nursing; or 2) Pay \$25 for a new license to be mailed to you with your new name on it.

Now that you have all the information you need for a stress free name change with your online renewal, don't let anything hold you back from renewing online. It's really a simple process! If you don't have a computer, use a computer where you work, or use one at the public library. Don't insist on using the paper forms just because that's the way you've always done it. In the end, much like the man who tried the new tea for the first time, you'll be thinking, "Why didn't I try this years ago?"



by Jackie Gray, EdD, MNsc, RN,
Assistant Director for Advanced Practice Nursing

ADVANCED PRACTICE

Update: APN Rule Rescinded by Board

The Arkansas State Board of Nursing, in the November 2008 meeting, approved the following rule to be promulgated through the legislative process: "The advanced practice nurse shall be responsible for ensuring that the patient receives information as to who the collaborating physician is and how he or she may be reached and/or contacted when the APN collaborates with the physician regarding the individual patient's care." This rule was the result of an attempt to come to a compromise with the Arkansas Board of Medicine related to Regulation 30.

There was an opportunity for written comments regarding the rule during November and December and a public hearing was held on December 30, 2008. There were 42 written comments, including two comments supporting and 40 comments opposing the rule, as well as testimony opposing the rule at the public hearing.

The comments were reviewed by the board in the January 15, 2009, business meeting. Based on the information received the Board decided to rescind the rule.

Prescriptive Authority Advisory Committee

The Prescriptive Authority Advisory Committee (PAAC), in its October 2008 meeting, developed Prescriptive Protocol Guidelines for APNs with prescriptive authority and Guidelines for Quality Assurance Plan for APNs with Collaborative Practice Agreements. These guidelines were presented to the Board of Nursing in its January 2009 business meeting, with a recommendation that the board approve them.

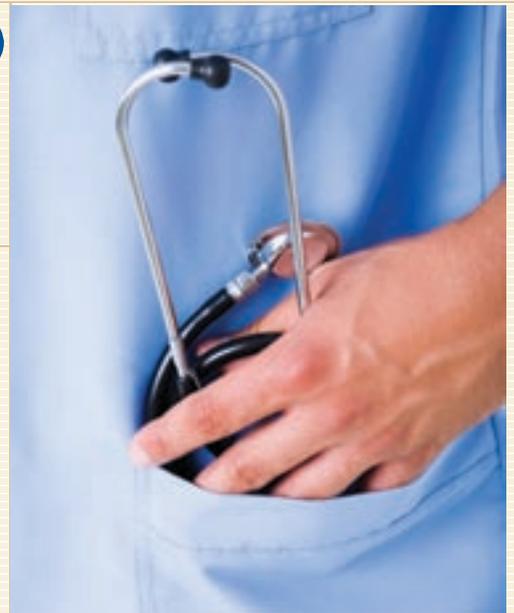
The ASBN receives calls from new graduates, endorsees and others asking how to develop prescriptive protocols.

According to the ASBN Rules, Chapter

4, Section VIII, C. Protocols for Prescriptive Authority, the APN must have written protocols for prescriptive authority, made available upon the board's request, that delineate drugs and devices and their indications that the APN may prescribe within the collaborative practice with the physician.

The ASBN Rules, Chapter 4, Advanced Practice Nursing, Section VIII, Prescriptive Authority, A.5.d. state, "The collaborative practice agreement shall include, but not be limited to: Provision for quality assurance." APNs are expected to have a written QA plan, but this office receives calls from new graduates and others asking how to develop a plan.

The board approved the guidelines, as shown on page 30, and the guidelines will



be listed on the ASBN Web site under the advanced practice link. If you have questions, contact Dr. Jackie Gray, assistant director for advanced practice nursing, at jgray@arsbn.org or call 501.686.2725

The APN Protocol Template on page 30 is meant as an example to help the APN develop prescriptive protocols:

continued on page 30

CONTINUING EDUCATION: *HELPING TO EDUCATE EVERY NURSE*

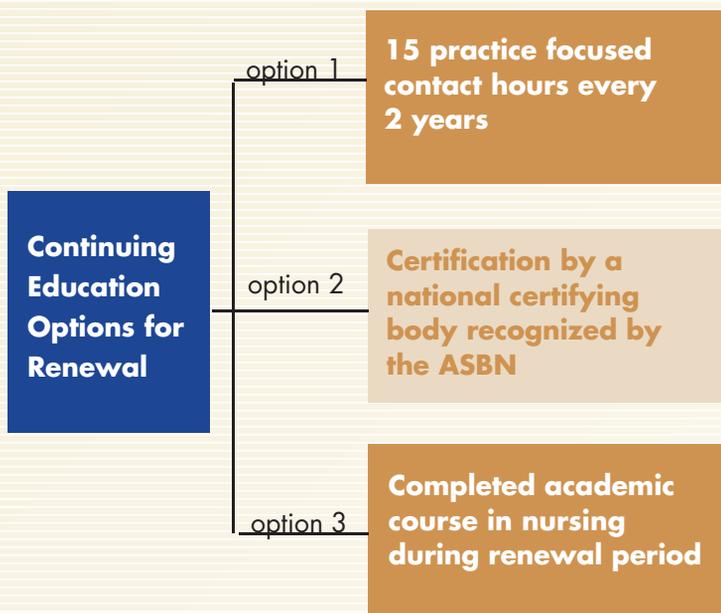
By Lori Gephardt, Administrative Assistant



Act 86 of the 2001 Arkansas legislative session authorized the Arkansas State Board of Nursing to require evidence of continuing education in order for nurses to renew their licenses. When you renew your license, you must attest to the fact that you have met the continuing education requirements. Therefore, if someone renews without meeting the requirements, they have falsified their renewal, which is violation of ACA §17-87-309.

Falsification during renewal and failure to comply with the required continuing education can lead to disciplinary action against the nursing license. If disciplinary action is taken against a license, you can expect a Letter of Reprimand and a late fee of up to \$1,000 for noncompliance with the continuing education requirement. A Letter of Reprimand is a mark against your license that is there FOREVER!

To meet the continuing education requirements when renewing an active license there are three options available:



The continuing education rules in the *Nurse Practice Act* were enacted because nursing knowledge quickly becomes obsolete and nurses cannot provide safe patient care without keeping up with changes. Continuing education is designed to assist in maintaining competence by increasing the knowledge and skills in this rapidly changing field.

Most nurses are meeting these requirements by obtaining the appropriate number of contact hours. Some nurses opt to use the term contact hour and continuing education units (CEUs) interchangeably. However, they are different. A contact hour is equivalent to either a 50 or 60 minute clock hour of continuing education and it takes ten contact hours to equal one CEU.

Contact hour awards in increments less than one contact hour are also acceptable (e.g. .25, .5, .75 etc).

Contact hours, certifications or academic courses used for license renewal must be completed during the two year renewal period or no more than two years prior to reinstatement of an inactive or expired license. Reinstatement of an inactive or expired license requires completion of 20 contact hours of continuing education prior to reinstatement. Guidelines for continuing education state that the activity must be nursing practice focused (related to your job duties) and must have received approval from a nationally recognized or state continuing education *Accrediting Organization/Approval Body* recognized by the ASBN. For those not currently practicing, contact hour educational activities may be selected from a variety of nursing topics, although it is advisable that you select activities in subjects that will be of value when seeking employment. Advanced training courses such as ACLS, PALS, NRP, PEARS, and S.T.A.B.L.E. have been approved for the following contact hours:

<u>ACLS</u>	<u>10 contact hours</u>
<u>PALS</u>	<u>10 contact hours</u>
<u>NRP</u>	<u>10 contact hours</u>
<u>PEARS</u>	<u>10 contact hours</u>
<u>S.T.A.B.L.E.</u>	<u>9.3 contact hours</u>

Certifications must be an original certification or a renewal of the certification during the two year period and approved by one of the certification Accrediting Organization/Approval Bodies recognized by the ASBN. **Certifications such as ACLS, PALS and IV therapy do not count as certification for license renewal. However, they may be used for contact hours.**

The academic option allows for completed nursing college courses to be used to meet the continuing education requirement. One college credit hour in nursing completed during the two year renewal period with a grade of C or better is equivalent to 15 contact hours. **Prerequisites to a nursing degree cannot be used.**

A newly licensed nurse whose initial license is valid for less than two years is not required to have continuing education for the first renewal. According to the *Nurse Practice Act* you are responsible for keeping copies of documents that demonstrate compliance a minimum of four years. If selected for audit, submission of a list of activities does not demonstrate compliance. Copies of acceptable continuing education activities will be required. To expedite the renewal process, have all related documents (e.g. certificates, certification card or academic records) available when you begin the online renewal.

continued on page 18

Online Continuing Nursing Education

By **Ann Bynum, EdD**, Assistant Vice Chancellor, Regional Programs, Director, UAMS Rural Hospital Program, CO-Director, UAMS Center for Distance Health

Nurses have always been confronted with the need to keep their knowledge current. Innovation and technology now allow for increased opportunities to attain Continuing Nursing Education (CNE) hours online at a time and place most convenient for the professional. Online CNE has been described as a union of several trends that include new developments in the theory and practice of distance education, the ways nurses learn and innovative vehicles for delivering CNE.



There is movement away from the teacher-centered model to a learner-centered model. No amount of academic preparation can keep pace with changes in the health field. Health professionals must take it upon themselves to be lifelong learners and to engage in self-directed learning projects to stay current.

Online CNE programs offer many advantages. The user may select a presentation on almost any medical topic from known experts in that specialty. Nurses may attend a lecture in the evening or on the weekend and view or listen repeatedly to the sections that are most interesting or most difficult. In many programs, the transcript may be printed for review at a later date.

The UAMS Rural Hospital Program's Online Continuing Education Web site provides online CNE programs offered by UAMS faculty. After completion of the program, the certificate may be printed. The Rural Hospital Program is an approved provider of continuing nursing education by Arkansas Nurses Association, accredited and approved by the American Nurses Credentialing Center's Commission on Accreditation. To access these programs go to:
<http://www.uams.edu/rhp/onlinece>.

Every time a continuing education activity is considered, there is always the question, "Can I use this activity for license renewal?" Since each nurse is accountable for his/her own nursing practice, he/she must answer this question for his/herself and not rely on someone else for the answer. The ASBN Web site, www.arsbn.org, has information on determining if an activity is acceptable, as well as providing information on continuing education



activities available. Under the Continuing Education link, you will find education resources, workshop listings and a list of certifications that are accepted for the continued competency requirements. *Accrediting Organizations/Approved Approval Bodies* is an important element you will want to add to your places to check when deciding on continuing education. Some other places to search include major nursing journals that may have continuing education articles in each edition and many Web sites are available on the Internet.

Since the onset of the online license renewal process most nurses have responded favorably regarding their experience. Although the difficulties are few, the most common mistake is the reporting of continuing education. Don't panic if you realize you selected the wrong continuing education option for your requirement after you completed the online renewal process. There is no need to contact the board about it. We are unable to change the information once you have completed the online renewal process and it will not cause delay in the renewal of your license.



ASBN Accounting . . . Ensuring Your Fees Are Used Responsibly

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

- 1. The Strategic Plan** – This is the first step in the financial cycle. Board members determine the direction of the ASBN. Since the state operates on a biennial budget, the board members must be forward thinking because they must determine what needs to be accomplished in the next two years.
- 2. Budgeting** – This step requires looking at the priorities set by the board members and determining how much money it will take to make it happen. This is similar to what we might do at home when we are trying to decide

if we have enough to eat at the steakhouse in town this week or should we stick to the burger place down the street. However, this is where the budgeting similarities end. Once we decide what we can do at home, we do it. But in state government, there are additional steps. The budget of the ASBN must be submitted to the state Office of Budget. It must then be approved by the governor's office and the legislature and ultimately become an act before money can be spent. The budget of the state as a whole is considered at this level, so everything requested is not necessarily granted.

- 3. Implementation** – The next part of the cycle is to implement the board's directives while staying within the budget. Again, like at home, there

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

- 4. Reporting** – The financial status of the ASBN is monitored on a daily basis by the ASBN, and monthly reports are reviewed by the board. The fiscal year for the ASBN ends on June 30. At this point, the books are examined for year-end reporting, closed and compiled into annual financials. Financial information is included in the annual report of the ASBN. It is also combined with other governmental entities in the state to prepare the statewide financials.
- 5. Auditing** – The financials of the ASBN are audited on a regular basis, both internally and by Legislative Audit, to ensure the accuracy of the information presented.

The financial goal of the ASBN is to
continued on page 20

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



ARKANSAS HOMECARE AGENCY WINS NATIONAL AWARDS FOR CHRONIC CARE MODEL

By Greg Harrison

Business Development Manager, Baptist Health Home Health Network

BAPTIST HEALTH Home Health Network in Little Rock has recently been named the winner of two national awards in recognition of a new chronic care delivery model developed by its leadership team and staff. The National Association of Homecare and Hospice (NAHC) bestowed its inaugural “Excellence in Innovation Award” to the agency for the development of the Home-Based Chronic Care Model. In addition to that honor, Modern Healthcare named the agency as the winner of its annual “Spirit of Excellence for Quality Award” for the impact the model has had in its patient population. The awards were accompanied by cash prizes of \$10,000 and \$5,000 respectively.

One major problem identified by Baptist goes far beyond homecare. “The root of our problem in healthcare is we have a system designed for acute care, but we have patients who need chronic care” said Baptist Administrator Beth Hennessey, RN, MSN. “The result is apparent: much higher costs and poorly managed chronic conditions. We have found that the needs of patients with chronic disease are very, very different from those with acute needs. Our model recognizes these differences and seeks to meet these patients where they are and teach them how to manage their disease on a daily basis.”



According to the team at Baptist, homecare agencies occupy a unique space in the healthcare continuum. “We regularly interact with hospitals, physicians and just about everyone else in healthcare” said Hennessey. “We find that care coordination is a big piece of what we do, and this model seeks to bring some structure and focus to that process. We are trying to break down the silos in healthcare and get everyone working together for the sake of the patient.”

“Since chronic diseases are becoming increasingly complex to manage, we realized that we had to elevate our practice,” said Paula Suter, RN, MA, director of chronic care management at Baptist. “Out of a desire to achieve the best outcomes for our patients, we began searching the literature for answers.” According to Suter, there was

a dearth of literature on managing chronic disease in the home setting. The search was broadened to include all healthcare literature and even went beyond to the fields of adult education and psychology. “We wanted to integrate the best of the best in our model and we feel we have done that,” Suter said.

The model designed by Baptist was published in the journal *Home Healthcare Nurse* in April 2008. “We’ve had affirmation and encouragement from leaders in the field of chronic care management, physicians, researchers, political leaders, homecare leaders, policymakers and even third-party payers. They all see the potential this model has to improve the quality of care while lowering healthcare costs,” according to Hennessey.

The NAHC award is significant because Baptist is the only homecare agency recognized out of 9,000 in the nation. The award from *Modern Healthcare* — a healthcare industry publication — is unusual because hospital programs are the typical recipients of the award. “We are overwhelmed and honored to be recognized with these two awards,” said Beth Hennessey. “We set out to improve the care we provide to our patients, never realizing it would lead to a nationally-recognized model.”

SIGNING THE BYLAWS

By **LouAnn Walker**, Public Information Specialist/ASBN Update Editor

It was an exciting day on January 6 as the St. Vincent Professional Nursing Shared Governance (PNSG) Patient Care Governing "Congress" signed their bylaws. Participating in the signing were Paige Yates, RN, Congress Chair; Peter Banko, President and CEO, St. Vincent Health System; and Chief Nurse Executive Brenda Baird, MSN, RN. The signing of the bylaws represents the collaborative efforts between nurses and the administration at St. Vincent. The bylaws outline the details of the Professional Nursing Shared Governance structure at St. Vincent, including participation of registered nurses in the decision-making process about patient care and the professional practice environment in which they work. "This is a historic day for St. Vincent. It is a bold move by our leadership to entrust our key patient care decisions to our exceptional nurses. And it is another step towards making the quality and service of our patient care markedly different from other hospitals in the state," Banko said.

St. Vincent nurses have been working

on the foundation of its shared governance structure since early 2008. The initial focus was on selecting a nursing theorist upon which to base nursing practice at St. Vincent. Nurses researched different theorists and selected Marie Manthey's Relationship Based Care Model by vote during a Nurses Day celebration in May. At the same time, many groups met, including a group of staff nurses and a group of nurse leadership, and wrote the initial draft of the bylaws and adopted a nursing vision. The bylaws were then presented at a "town hall" meeting where all nurses were invited to attend. The bylaws describe the structure developed including a name, a framework, a vision, a purpose and which areas are represented. Membership responsibilities, as well as the four levels of governance councils that assume responsibility and accountability for nursing practice ensuring quality/efficiency of care at St. Vincent Health System, are outlined in the bylaws. Shared governance demonstrates the professional roots of nurses and demands that everyone in the organization



The bylaws were signed by (L to R) Paige Yates, RN, Congress Chair; Peter Banko, President and CEO; Brenda Baird, MSN, RN, Chief Nurse Executive

participate. Bylaws mandate a high level of accountability for those participating.

Maria Whitt, RN, MHSM, coordinator of professional nursing practice for St. Vincent Health System, stated that, "shared governance is a powerful tool for professional nurses everywhere. The ability to share in the decision making process and an environment that focuses on the professional development of nursing leaders at the bed side and in the board room encourages nurses to contribute their best whatever their specialty. Today was important to the nurses of St. Vincent and, even more so, to the patients who depend on our ministry for their health care needs."

"It was a GREAT day!" Banko added.

2008 Nursing Compassion AWARD

We salute the 2008 Nursing Compassion Award winner Jasper Fultz and all of our statewide nominees!

COMPASSION NOMINEES

Name	Hospital	City
Marj Anderson	Conway Regional Health System	Conway
Breta Bean	Arkansas Childrens Hospital	Little Rock
Julia Bennett	West Side School District	Greers Ferry
Tiffany Beshears	Cardeattee Buckhannon Area Agency of Aging	Pine Bluff
Lynda Cato	The Meadows Health and Rehabilitation	Corning
Amanda Charles	Area Agency of Aging	Pine Bluff
Carey Cherry	Arkansas Hospice	Little Rock
Denise Christenson		Magnolia
Liz Cochran	Saint Vincent Health	Little Rock

Name	Hospital	City
Michelle Colburn	The Meadows Health and Rehabilitation	Corning
Ginger Dixon	Arkansas Hospice	Russellville
Jo Dunn	UAMS	Little Rock
Angela Durham	Little River Nursing	Ashdown
Linda Easter	Arkansas Childrens Hospital	Little Rock
Dolores Eckle	Johnson County Hospital	Clarksville
Carmen Forte	Arkansas Childrens Hospital	Little Rock
Cindy Freeman	Saint Vincent Health	Little Rock
Jasper Fultz	White County Hospital	Searcy
Jennifer Gammill	Saint Vincent Infirmary	Little Rock
Kirk Gardner	Arkansas Hospice	Little Rock
Patti Graves	DeQueens Medical Center	DeQueens
Sandi Green	Dierks Health and Rehabilitation	Dierks
Kathy Jones	Baptist Rehabilitation Institute	Little Rock
Ashley Karshis	Arkansas Methodist Medical Center	Paragould
Dorothy Martin	VA Hospital	Little Rock
Linda McDougald	Ashley County Medical Center	Crossett
Shelly McMasters	The Meadows Health and Rehabilitation	Corning

Name	Hospital	City
Becky Messenger	Arkansas Hospice	Little Rock
Jessica Morrow	Baptist Health Hospital	Little Rock
Robin Odle	VA Medical Center	Fayetteville
Jane Otts	Glen Rose Schools	Malvern
Brenda Patterson	Baptist Home Infusion	Fort Smith
Kris Poole	Arkansas Childrens Hospital	Little Rock
Jenna Rankin	Jefferson Regional Medical Center	Pine Bluff
Jamie Robbins	Izard County Home Health	Calico Rock
John Sims	Saline Memorial	Benton
Stacy Smith	Grace Health Care of Benton	Benton
Gail Stephens	Arkansas Hospice	Pine Bluff
Willie Taylor	Human Development	Sherrill
Janet Weston	Montgomery County Nursing Home	Mount Ida
Stephanie Williams	Arkansas Department of Health	Little Rock
Holly Woody	Riverside Home Health	Osceola
Terri (last name unknown)	UAMS	Little Rock



SETTING LIMITS – PROFESSIONAL BOUNDARIES



In the past year, we have seen an increase in the number of sexual misconduct cases in the state of Arkansas with practicing nursing professionals. It is important that all nurses, in all levels of nursing, be aware of crossing the line in whatever practice field they choose.

There has been an increase in complaints from prisons, jails, school settings and facilities related to the use of cell phone cameras and concerns expressed by home health managers in our state regarding professional boundaries. Not only does this type of misconduct violate the trust and confidence of the patient, it also undermines public confidence in nursing.

There are nurses who do not understand that some of their actions are criminal. Providing contraband to prisoners, whether it is cell phones, pictures of themselves, or drugs will certainly lead to criminal charges. School nurses involved with their students in extracurricular activities, not related to the duties of a school nurse, are also facing prosecution. Convictions of a sexual crime in the state of Arkansas are

an automatic bar from nursing. Examples of the types of crimes related to sexual misconduct include, but are not limited to, those listed in the Nurse Practice Act of the State of Arkansas ACA §17-87-312 (e) (14), (15), (16).

How does a nurse “hurt” patients, thus jeopardizing his or her career? Do you go out of your way to help the patient, visit them on off duty times, counsel them about their personal life, share details or desires about your own life verbally or in writing? This type of action could very well be interpreted as an exceptional interest or romantic interest. It is the nurses’ responsibility to set boundaries. If you utilize your position of power in the role of the nurse, to meet your own needs rather than the patients, you have violated those boundaries. Always remember that over involvement borders on crossing the line. Be aware of your facilities policies regarding this topic. A suggestion one might incorporate is to set appropriate boundaries, both physically and verbally, at the outset of professional relationships. You need to consult

a supervisor regarding any difficulties you encounter in maintaining these boundaries. Seek reassignment, if necessary, to avoid difficulties in maintaining boundaries.

It is a violation of professional boundaries for nurses to date or become roommates of a current patient. It is also not appropriate to date former patients when met in areas related to psychiatry or where patients are vulnerable and have chronic illnesses.

Some questions to ask yourself regarding crossing the line and risking over involvement with a patient are:

- Do you share personal problems or aspects of your intimate life with patients?
- Have you ever traded assignments to care for a specific patient?
- Have you ever spent off duty time with a patient?
- Do you keep secrets with patients?
- Do you become defensive when someone questions about your interaction with a patient?
- Have you chosen sides with a patient against his or her family and other staff?
- Have you ever flirted with a patient?
- Have you ever given gifts to or received them from a patient?
- Have you felt possessive of a patient, thinking that only you could provide the care the patient needs?
- Have you ever used your cell phone camera to take photographs of yourself and send them to a patient?
- Have you ever used patient information, obtained through your role as a nurse, to attempt to contact a patient in pursuit of your own sexual or romantic interests or for any other purpose other than legitimate health care?

As you can see by the questions, not all conduct involves sexual contact. It includes behaviors or expressions of a sexual or intimately romantic nature. Each complaint lodged against a licensed nurse in the state of Arkansas is taken seriously and handled in accordance with rules and state law. Nurses can protect themselves by practicing with respect, dignity and professionalism and being aware of the vulnerable population that you encounter every day.

NEW FOCUS ON COLORECTAL CANCER SCREENING AIMS TO SAVE LIVES

By Julia Kettlewell, RNP, Manager of quality programs for the Arkansas Foundation for Medical Care.

Colorectal cancer (CRC) screening is one of four preventive measures that the Center for Medicare & Medicaid Services (CMS) has chosen to focus on for the next three years. There is ample reason for the choice: of the more than 49,000 people expected to die from colorectal cancer in 2009, appropriate screening could save more than half. CRC is the third most commonly diagnosed cancer and the second most common cause of cancer death in the United States. However, when colorectal cancer is detected at an early, localized stage, the relative five-year survival rate is 90 percent.

New guidelines released in March 2008 offer patients more options for screenings. The American Cancer Society, the American College of Radiology and the U.S. Multi-Society Task Force on Colorectal Cancer have developed a single set of directives. The resulting recommendations represent the first-ever joint consensus guidelines for colorectal cancer screening. The full text of the new guidelines, titled "Screening and Surveillance for the Early Detection of Colorectal Cancer and Adenomatous Polyps, 2008: A Joint Guideline from the American Cancer Society, the U.S. Multi-Society Task Force on Colorectal Cancer, and the American College of Radiology," is now available online at <http://caonline.amcancersoc.org/cgi/content/full/CA.2007.0018v1>.

One of the major new elements of these guidelines is that the recommended screening tests are grouped into two categories: those that primarily detect cancer and those that can also detect precancerous polyps and are therefore more likely to prevent colorectal cancer. The guidelines state that colorectal cancer prevention should be the primary goal of screening and recommend that, whenever possible, patients be encouraged to use screening tests that detect both precancerous polyps and cancer. Figure 1 lists the recommended screening options for colorectal cancer and precancerous polyps in asymptomatic, average-risk adults age 50 and older.

Research has shown that patients are more responsive to undergoing a screening

test if their health care professional recommends it. As health care professionals, nurses play a key role in educating patients about the benefits of screening for colorectal cancer. Some people may feel embarrassed or uncomfortable talking about the disease, especially because of the body part it involves. Nurses have both the knowledge and the opportunity to facilitate the discussion of CRC screening. It is equally important to emphasize the lifestyle factors that research has linked to the development of CRC, including being overweight, being physically inactive, using alcohol and tobacco and eating a diet that is high in fat. These factors can all be controlled by the individual patient.

Nurses are known for taking better care of their

patients than themselves. I personally know a nurse who ignored the signs and symptoms she was experiencing. She underwent surgery and was diagnosed with an aggressive form of colorectal cancer. She continues to have treatment of her cancer and I know she would do things differently if she had the opportunity to turn back time.

Figure 1: **Colorectal cancer screening tests**
(adapted from *CA Cancer J Clin* 2008;58:130-160)

The following tests are recommended screening options for colorectal cancer and precancerous polyps in asymptomatic, average-risk adults age 50 and older:

Tests that detect adenomatous polyps and cancer

- Flexible sigmoidoscopy (FSIG) every 5 years*
- Colonoscopy (CSPY) every 10 years
- Double contrast barium enema (DCBE) every 5 years*
- CT colonography (CTC) every 5 years*

Tests that primarily detect cancer

- Annual guaiac-based fecal occult blood test (gFOBT)* with high test sensitivity for cancer
- Annual fecal immunochemical test (FIT)* with high test sensitivity for cancer
- Stool DNA test (sDNA) with high sensitivity for cancer* (interval uncertain)

* All positive tests should be followed up with colonoscopy.

2008 Nursing Compassion AWARD



Above: Jasper with grandchildren
Top left: Jasper, U.S. Army
Bottom Left: Jasper and wife Carole

Nurses care for us at every stage of life. They offer us dedication, sacrifice, and a concern for humanity unlike any other. Many times, it may seem that their actions, their special attentiveness, and selflessness go unnoticed, so it's a pleasure when a nurse is recognized for outstanding service and compassion. And this year, we recognize Jasper Fultz.

Jasper was recently awarded the 2008 Nursing Compassion Award as a dedicated Arkansas caregiver. A Licensed Practical Nurse (LPN) for White County Medical Center (WCMC), he received an unprecedented number of nominations.

Jasper has been a nurse in the Emergency Department at WCMC for over 25 years. "He cares for traumatized and often dying patients as only an angel would. You regularly hear him singing hymns to patients in end-stage of life, and you would see him holding their hand and praying with them," said Director of Nursing, Peggy Turner.

Jasper received his training while in the Army and joined White County Medical Center in 1981. He attributes his talent and dedication to his faith. "You realize that you are just a vessel," he says. "We've seen miracles in the ER where we know we've done everything that we can humanly do. All of our training has taken us to a point, and then something else takes over." His "relationship with the good Lord" is what inspires him to provide what he considers to be more than nursing. It's a ministry.

He believes strongly in treating others the way you would want to be treated. "See that patient as your father or your mother. How would you care for them?"

Jasper says he is deeply appreciative to all of the staff at WCMC who allow him the time to devote to his patients and provide the level of care he feels necessary. He says his loving wife Carole also completes the picture of his life. "She allows me to come home and talk about it. You know sometimes things go wrong, a baby dies that day, and she's there for me to listen and help me get through it."



"Jasper is a wonderful nurse who shows his love of the job and also shows that he cares about the people he is taking care of and his fellow employees."

- Jennifer Rhoades

"Jasper is a wonderful nurse. He is very compassionate and takes very good care of all of his patients. Everyone he helps loves him, and if anyone deserves the award, he does. He has helped all of our family." - Mildred George

Jasper is attentive, caring, compassionate, understanding, and sincere. He has a tremendous amount of knowledge in Emergency Nursing and amazing skills. He is a teacher and a servant to those around him. Jasper deserves this award for his compassionate attitude, his loyalty to nursing, and his servant's heart."

- Teresa Ferricher, ER Nurse Manager, WCMC

The award was presented to Jasper in a surprise celebration at WCMC by Virginia Robertson, Publisher of ASBN Update and "ThinkAboutItNursing," along with LouAnn Walker, representing the Arkansas State Board of Nursing.

Instituted by Publishing Concepts, Inc. / ThinkAboutItNursing and co-sponsored by Arkansas Farm Bureau, the Compassion Award was created as a means for patients and family members to show their appreciation for the care given to them by Arkansas nurses. From the submissions and short essays, a nurse was chosen from each region of the state. Jasper Fultz was selected as the winner from among those finalists.

Along with a display trophy, Jasper received a seven day continuing education Caribbean cruise for two.

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). Probation periods vary and may include an impaired-nurse contract with an employer and/or drug monitoring and treatment programs.

Each individual nurse is responsible for reporting any actual or suspected violations of the Nurse Practice Act. To submit a report 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

Brewer, Linda Sue Laswell
L38357, Rose Bud
A.C.A. §17-87-309(a)(6)
Probation - 2 years
Civil Penalty - \$1,000

Brown, Michael Marston
C00697, R35640(PS-Inactive), Hooks
A.C.A. §17-87-309(a)(4),(6),(7)&(9)
Probation - 1 year
Civil Penalty - \$750

Crites, Denys Suzanne Musch
L41679, Springdale
Probation Non-Compliance
Suspension - 1 year, followed by
Probation - 3 years
Civil Penalty - \$1,500 + prev.

Fontana, Krstisti Shantell Carr
R69890, C01435, Bossier City, LA
A.C.A. §17-87-309(a)(6)
Probation - 1½ years
Civil Penalty - \$2,000

Fountain, Vanita Lashun Palmer
L35186, Fordyce
A.C.A. §17-87-309(a)(6)
Probation - 2 years
Civil Penalty - \$1,000

Gosa, Dennis Wayne
R76864, Rogers
A.C.A. §17-87-309(a)(1),(2),(4),(6)&(9)
Probation - 3 years
Civil Penalty - prev. bal.

Hall, Elizabeth Adrian
L48001, Tuckerman
A.C.A. §17-87-309(a)(2)&(3)
Probation - 2 years
Civil Penalty - 1,000

Herring, Kimberly Leann
Herring Bagwell Baxter
R52262, L32407(exp), Jonesboro
A.C.A. §17-87-309(a)(6)
Probation - 1 year
Civil Penalty - \$2,000

Johnston, Rebecca Ellen Beal Bowen
R27574, P00881, Bryant
A.C.A. §17-87-309(a)(2),(4)&(6)
Probation - 2½ years
Civil Penalty - \$1,000

Lambertus, Robert Allen
L42611, Sherwood
A.C.A. §17-87-309(a)(4)&(6)
Probation - 3 years
Civil Penalty - \$1,500

McCash, Jo Ann Dooley
L30537, Farmington
A.C.A. §17-87-309(a)(6)
Probation - 1 year
Civil Penalty - \$500

McCauley, Tabitha Ba'Trese
L47279, Malvern
A.C.A. §17-87-309(a)(6)
Suspension - 1 year, followed by
Probation - 2 years
Civil Penalty - \$1,500

McLendon, Jackie Shauntel Canada Smith
R71336, L40251(exp), Camden
A.C.A. §17-87-309(a)(4)&(6)
Probation - 1½ years
Civil Penalty - \$2,000

Marsh, Michael Richards
L37948, Canehill
A.C.A. §17-87-309(a)(1),(2)&(6)
Probation - 1 year

Martin, Nancy Kay Lietzke
R43298, Farmington
A.C.A. §17-87-309(a)(1),(2),(4)&(6)
Probation - 1 year

Melton, Susan Leann Davis Nichols
R41200, Benton
A.C.A. §17-87-309(a)(4)&(6)
Probation - 1 year
Civil Penalty - \$500

Moore, Linda Faye Miller
R13512, Little Rock
A.C.A. §17-87-309(a)(2),(4),(6)&(9)
Probation - 1 year
Civil Penalty - \$2,200

Moore, William Scott
R49269, Maumelle
A.C.A. §17-87-309(a)(4)&(6)
Probation - 3 years
Civil Penalty - \$1,500 + prev.

Morgan, Donna Rene Blackwood
R43339, Bastrop, LA
A.C.A. §17-87-309(a)(4)&(6)
Probation - 1 year

Offutt, Phyllis Ann Hall
L31383, Pine Bluff
A.C.A. §17-87-309(a)(6)
Probation - 1 year
Civil Penalty - \$1,000

Pearson, Leah Kristin Farnell
R67043, Benton
Letter of Reprimand Non-Compliance
Probation - 1 year
Civil Penalty - \$500

Richmond, Amanda Lynn
R80808, L45674, Salem
A.C.A. §17-87-309(a)(6)
Probation - 2 years

Riddle, Gregory Clay
L37697, Hot Springs
A.C.A. §17-87-309(a)(6)
Probation - 1 year
Civil Penalty - prev. bal.

Robinson, Patricia Ann Hicks
L29100, Hot Springs
A.C.A. §17-87-309(a)(6)
Probation - 1 year

Sayre, Addie Carin Smith
R74403, Little Rock
A.C.A. §17-87-309(a)(2)&(6)
Probation - 2 years

Shaver, Karl C.
R48580, Hindsville
A.C.A. §17-87-309(a)(6)
Probation - 1 year
Civil Penalty - \$500

Smith, Steven Rodney
L35599, Little Rock
A.C.A. §17-87-309(a)(4),(6)&(9)
Probation - 2 years
Civil Penalty - \$1,500

Snyder, Penny Jo Mullens
R26647, Batesville
A.C.A. §17-87-309(a)(6)
Probation - 1 year

Spencer, Joy Elise Bales
R52743, Hot Springs
A.C.A. §17-87-309(a)(6)
Probation - 1 year

Stine, Jenni Rebecca Norwood
L33256, Bryant
A.C.A. §17-87-309(a)(6)
Probation - 2 years
Civil Penalty - \$2,000

Stuart, Julie Kathleen Johnson
R41341, L24604(exp), Prescott
A.C.A. §17-87-309(a)(4)&(6)
Probation - 2 years
Civil Penalty - \$1,000 + prev.

Taylor, Brandy Lynn Cathcart
L39221, Doddridge
A.C.A. §17-87-309(a)(4),(6)&(9)
Probation - 2 years
Civil Penalty - \$1,000

Tschiemer, Pamela Dale Stephens
T01409, Little Rock
A.C.A. §17-87-309(a)(6)
Probation - 2 years

White, Carrie Joy
R54497, Little Rock
A.C.A. §17-87-309(a)(6)
Probation - 1 year

Young, Brooke Ann Poore
R82400, Benton
A.C.A. §17-87-309(a)(6)
Probation - 2 years

Younkin, Robin Lea
L43870(exp), Fayetteville
A.C.A. §17-87-309(a)(2),(4)&(6)
Probation - 5 years
Civil Penalty - \$2,500

SUSPENSION

Alcorn, Patricia Partney
R13383(exp), P00121(exp), Jonesboro
Probation Non-Compliance
Suspension - 2 years, followed by
Probation - 3 years
Civil Penalty - \$2,500 + prev.

Cochran, Jamie Denise
R79771, Fort Smith
A.C.A. §9-14-239
October 3, 2008

Farrar, Gregory Wayne
L31227(exp), El Dorado
A.C.A. §17-87-309(a)(4)&(6)
Suspension - 2 years, followed by
Probation - 3 years
Civil Penalty - \$2,500

Jobb, Julie Anne Scott
R66287, Fayetteville
A.C.A. §17-87-309(a)(4)&(6)
Suspension - 1 year, followed by
Probation - 3 years
Civil Penalty - \$2,500

Judd, Heather Sloan
R79115, L45288, Maumelle
Probation Non-Compliance
Suspension - 3 years, followed by
Probation - 2 years
Civil Penalty - \$2,500 + prev.

Longshore, Jon Aaron
R67319, Springdale
Probation Non-Compliance
Suspension - 2 years, followed by
Probation - 3 years
Civil Penalty - \$2,500 + prev.

McDermott, Patrick W.
L41168, Blytheville
Probation Non-Compliance
Suspension - 2 years, followed by
Probation - 3 years
Civil Penalty - \$2,500 + prev. bal.

McKeown, Elizabeth Hope Stout Sivley
R55835(exp), Alma
A.C.A. §17-87-309(a)(4)&(6)
Suspension - 2 years, followed by
Probation - 3 years
Civil Penalty - \$2,500

Pierce, Monica Sue Hogland
L29234, Wynne
Probation Non-Compliance
Suspension - 1 year, followed by
Probation - 2 years
Civil Penalty - \$1,000 + prev.

Saldana, Lucina Rashelle
L40309, Russellville
Probation Non-Compliance
Suspension - 2 years, followed by
Probation - 2 years
Civil Penalty - \$2,000 + prev.

Short, Jessica Hollywood
R72147, Gosnell
Letter of Reprimand Non-Compliance
Suspended until terms are met

Wade, Carrie Ann
L45493, Hot Springs Village
A.C.A. §17-87-309(a)(4)&(6)
Suspension - 3 years, followed by
Probation - 2 years
Civil Penalty - \$2,500

continued on next page

Disciplinary Actions

Young, Amy Carol Miller
R73884, Bentonville
A.C.A. §17-87-309(a)
(4),(6)&(7)
Suspension – 2 years, fol-
lowed by
Probation – 3 years
Civil Penalty - \$2,500

VOLUNTARY SURRENDER

Coolley, Toni Ann
R33401, Flippin
November 7, 2008

Curtis, Steven Douglas
R44879, Hot Springs
November 10, 2008

Davis, Denise Gail Hynds
L14402, Story
September 30, 2008

Green, Margaret Schuhmacher
L44698, Ozone
November 3, 2008

Harris, Mickey Jo Gregory
R74253, Mountain View
September 30, 2008

Hunter, Heidi Lynette Allen
R70351, Bella Vista
September 30, 2008

McCain, Carri Marie Jeffers
Schwartz
R66257, Fayetteville
October 17, 2008

McCoy, Christine Sue Wilson
R69929(exp), Huntsville
September 30, 2008

Nantze, Debra Fay Phillips
R00911, R19638, Benton
October 17, 2008

Thompson, Florence Elaine Marks
R31934, L21544(exp), Little
Rock
October 31, 2008

Trout, Jo Ann Tims
L42384, Saffell
October 9, 2008

Smiley, Kathy Colleen Burns
R50226, Clever, MO
November 7, 2008

Wingfield, Janie Mae York
R24624, Okolona
September 30, 2008

REINSTATEMENT

Cochran, Jamie Denise
R79771, Fort Smith
October 14, 2008

Dixon, Tina Marie Bundy
L41075(exp), Ozark
November 3, 2008

King, Joseph Keith
L41630, Pocahontas
September 17, 2008

Williford, Dayna Renee Ellis
R56144(exp), L31538(exp),
Hot Springs
November 3, 2008

REPRIMAND

Ball, Cynthia Ann Wiebe
R42358, Malvern
A.C.A. §17-87-309(a)(6)
September 18, 2008

Cain, Tabitha Tawana
L48118, Greenbrier
A.C.A. §17-87-309(a)
(1),(2)&(6)
October 3, 2008

Griswold, Lasonya Michelle
R82034, Dumas
A.C.A. §17-87-309(a)(1)&(2)
September 4, 2008

Lipscomb, Rosanne Marie Obrien
R41110, L16997(exp),
Jonesboro
A.C.A. §17-87-309(a)(1),
§17-87-207(c)(2) and
Rules
Late Fee - \$1,000

Robinson, Kenneth Bernard
R54385, L26538(Inactive),
Little Rock
A.C.A. §17-87-309(a)(1)&(6)
§17-87-207(c)(2) and
Rules
Late Fee - \$1,000
September 4, 2008

Vantassel, Pamela Kay Edgar
R51611, Bryant
A.C.A. §17-87-309(a)(6)
September 5, 2008

Von Dresky, Karen Kay Barley
R68127, Royal
A.C.A. §17-87-309(a)(6)
August 15, 2008

PROBATIONARY STATUS REMOVED

Bean-Huffman, Wanda May
Worrell
R54452, Barling
October 3, 2008

Bour, Theresa Rose Ann Welsh
R26467, Little Rock
October 31, 2008

Cabaniss, Amanda Belle
R79823, North Little Rock
September 16, 2008

Fields, Dorothy Bevelyn Willbanks
Wooten
R40321, Elkins
September 11, 2008

Guinee, Timothy C.
R72284, North Little Rock
September 11, 2008

Horn, Leslie Denise
R74239, Camden
September 11, 2008

Ivester, Paula Marie Sprague
R70917, Little Rock
September 11, 2008

Kidd, Julie A.
R50405, Springdale
October 28, 2008

Langston, Karita Michelle Reyes
Garcia
R70138, L39412 (exp),
Bryant
November 10, 2008

Middleton, William James
L45669, Wynne
November 10, 2008

Skrivanos, William Taylor
R50325, Little Rock
September 11, 2008

Stone, Karen Michele Skimmer
Cossey
R39710, Conway
September 11, 2008

Vinson, Sharon Kay McCarty
L30346, Heber Springs
September 11, 2008

APPEAL GRANTED

Shelby, Matthew Walter
R81146, L34464(exp),
Jonesboro
November 13, 2008

Stubbs, Christina Denise
L47824, Morrilton
November 13, 2008

REQUEST TO TAKE NCLEX

Clinkscale, Captola Michelle
PN Applicant, Marianna
Granted November 13, 2008

Lawrence, Leslie Diane Hogan
PN Applicant, White Hall
Denied November 12, 2008

Lejeune, Gina Marie
PN Applicant, Hot Springs
Granted November 13, 2008

WAIVER DENIED

Short, Rachel Teresa Castleberry
PN Applicant, Mt. Judea
November 12, 2008

WAIVER GRANTED

Morrissey, Quinton Robert
PN Applicant, Searcy
November 13, 2008

JANUARY 09

PROBATION

Calaway, Rhonda Carol
Shoemaker
R51511, White Hall
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$2,500

Dedmon, Mark Randall
R42034, Lowell
A.C.A. §17-87-309(a)(6)
Probation – 1 year

Gibson, Jennifer Diana Johnson
L41221, Dierks
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$750

McCord, Melissa Rene Thomas
L35482, Lonoke
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

Payne, Debra Leona Moore
R24474(exp), Greenwood
A.C.A. §17-87-309(a)
(2),(4)&(6)
Reinstatement to
Probation – 3 years
Civil Penalty - \$1,500

Plyler, Misty Kaye Griggs
R62883(exp), L34525(exp),
Wynne
A.C.A. §17-87-309(a)
(2),(4)&(6)
Probation – 2 years

Reed, Sunny Leigh Crow
R55891, Pearcy
A.C.A. §17-87-309(a)(4)&(6)
Probation – 1 year
Civil Penalty - \$1,000

Rhodes, Janet Lynn McMullan
R74241, Little Rock
A.C.A. §17-87-309(a)(6)
Probation – 1 year
Civil Penalty - \$500

Rickabaugh, Samuel David
L20094, Booneville
A.C.A. §17-87-309(a)(6)
Probation – 2 years
Civil Penalty - \$1,000

Settles, Vickie Rochelle McElroy
R33130, Mabelvale
A.C.A. §17-87-309(a)(4)&(6)
Probation – 2 years
Civil Penalty - \$1,000

SUSPENSION

Ackerman, Penny Annette
Standridge
L32567(exp), Fort Smith
A.C.A. §17-87-309(a)(6)
Suspension – 1 year, fol-
lowed by
Probation – 2 years
Civil Penalty - \$1,500

Andrews, Kimberley Kay
Stewart
L35562, Cabot
A.C.A. §17-87-309(a)(6)
Suspension – 2 years, fol-
lowed by
Probation – 3 years
Civil Penalty - \$2,500

Byrd, Eris Jenifer Swim
L45208, Blytheville
A.C.A. §17-87-309(a)(6)
Suspension – 2 years, fol-
lowed by
Probation – 3 years
Civil Penalty - \$2,500

Cantrell, Kambra Luann
R77451, Harrison
A.C.A. §17-87-309(a)
(2),(4)&(6)
Suspension – 3 years, fol-
lowed by
Probation – 2 years
Civil Penalty - \$2,500

Carter, Ronda Gale Lockridge
L32583(exp), Hamburg
A.C.A. §17-87-309(a)(2)&(6)
and A.C.A. §17-87-312
1(1)(2)(j)
Suspension – 4 years, fol-
lowed by
Probation – 1 year
Civil Penalty - \$2,500

Cook, Sylvia Jeanne Mangold
L35321(exp), Wynne
A.C.A. §17-87-309(a)(4)&(6)
Suspension – 2 years, fol-
lowed by
Probation – 3 years
Civil Penalty - \$2,500

Harrison, Christy Ann Glass
Defoure
R52710(exp), A01573(exp), P
01729(exp)
North Miami, FL
A.C.A. §17-87-309(a)(6)
Suspension – 6 months, fol-
lowed by
Probation – 2 years
Civil Penalty - \$1,000

McCaghren, Julie Anna Dean
L27573, Caddo Gap
A.C.A. §9-14-239
December 5, 2008

Marine, Kim Sue Roberts
Cleves Amerson
L34849, Summit
A.C.A. §17-87-309(a)(6)&(9)
Suspension – 2 years, fol-
lowed by
Probation – 3 years
Civil Penalty - \$2,500

VOLUNTARY SURRENDER

Albright, Martin Neal
R30180, P00735, Fayetteville
December 31, 2008

Atwell, Meredith Melissa
R69760, Little Rock
November 19, 2008

Cagle, Zachary Wyatt
R76951, Sherwood
December 5, 2008

Claude, Lynne Gray McCarty
R5141, Sherwood
December 17, 2008

Fleetwood, Tammy Lynn
Holmes
R36545, Rison
December 8, 2008

Hight, D'Ane Michelle
R78896, Flippin
November 19, 2008

Hoyle, Heather Nicole
L47048, El Paso
December 10, 2008

Kendrick, Kimberly Anne
R77828, Russellville
January 13, 2009

Richardson, Lula
R26811, State University
December 15, 2008

Roberts, Jason Lynn
L40166, Bryant
December 15, 2008

Rucker, Diana Lea Wilson
R31873, Bismark
December 8, 2008

Smith, Andrea Dawn
Richardson
L41389, Trumann
December 17, 2008

Woolsey, Holly Christine
Whitley
R70607, L38015, Hollister,
MO
December 31, 2008

REINSTATEMENT WITH PROBATION

Gore, Robbin Lynn Carr
L35507(exp), Malvern
Reinstate to Probation - 2½
years
November 24, 2008

Rose, Donald Lee
R45458, Sherwood
Reinstate to Probation - 3
years
December 3, 2008

REINSTATEMENT

Short, Jessica S.
R72147, Gosnell
December 22, 2008

REPRIMAND

Adams, Herbert Eugene
L22217, Prescott
A.C.A. §17-87-309(a)(6)
November 24, 2008

Brogdon, Xavier Yanez
L37497, North Little Rock
A.C.A. §17-87-309(a)(6)
November 24, 2008

Chandler, Joshua Perry
L48206, Benton
A.C.A. §17-87-309(a)(1)&(2)
November 25, 2008

Claude, Lynne Gray McCarty
R5141, Sherwood
A.C.A. §17-87-309(a)(6)
November 14, 2008

Conyers, Susie Taylor
R63397, Flippin
A.C.A. §17-87-309(a)(2)
November 20, 2008

Higgs, Toshika Sharnee
L48149, Forrest City
A.C.A. §17-87-309(a)(1)&(2)
October 31, 2008

Kennedy, Yolanda Lynn
McCullough
L36389, Blytheville
A.C.A. §17-87-309(a)(1),(a)
(6) & Rules
December 1, 2008

Lesieur, Kimberly Carole
R68184, Portageville, MO
A.C.A. §17-87-309(a)(1)
November 20, 2008

Lupo, Adrienne Denise
L42826, Camden
A.C.A. §17-87-309(a)(6)&(9)
December 10, 2008

Mis, Adrian Ioan
L46134, Glenwood
A.C.A. §17-87-309(a)(6)
November 20, 2008

Morgan, Traci D. Booth
R66968, El Dorado
A.C.A. §17-87-309(a)(6)
December 1, 2008

Norman, Tanya Felechia
L40178, Dumas
A.C.A. §17-87-309(a)(6)
December 1, 2008

O'Neal, Carol Ann
L48215, Donaldson
A.C.A. §17-87-309(a)(1)&(2)
October 31, 2008

Singleton, Laura Egan
R25057, Little Rock
A.C.A. §17-87-309(a)(6)&(9)
Board Reprimand
Civil Penalty - \$450
L24102, Camden
A.C.A. §17-87-309(a)(6)&(9)
December 10, 2008

Tatum, Jane Ann Ward
R34698(exp), L21537(exp),
Baytown, TX
A.C.A. §17-87-309(a)(1)&(2)
November 18, 2008

REVOCAION

Morrow, Alanna Marie Morrow
Benthall Klassen
L10984, Little Rock
A.C.A. §17-87-309(a)
(1),(4)&(6)
January 14, 2009

PROBATIONARY STATUS REMOVED

Davis, Melissa Anne Monson
Robson
R49589, Austin
November 21, 2008

Loosbrock, Penelope Jean
Abraham
R32618, Ashdown
November 17, 2008

McDonald, Bonnie Johnson
Kate
L43793, Russellville
January 2, 2009

O'Neal, Charles Lester
R15988, Benton
November 17, 2008

Smith, Sharon Denise
R54625, Mabelvale
December 19, 2008

Thomas, Laura Catherine
Croxtan
L40751, Glenwood
December 4, 2008

Whitaker, Eilea Louvet Douthet
L37463, Jonesboro
November 17, 2008

Wright, William Sean
R49960, Glenwood
December 19, 2008

REGISTER ONLINE AT WWW.ARSBN.ORG

Nursing: Your Career and Your Responsibilities



February 18

St. Vincent Infirmary
Two St. Vincent Circle
Little Rock

April 29

St. Bernard's Medical
Center Auditorium
225 E. Jackson
Jonesboro

September 22

Northwest Arkansas
Community College
White Auditorium
One College Drive
Bentonville

October 7

Baptist Health School
of Nursing
11900 Colonel Glenn
Little Rock

November 10

Southern Arkansas
University
100 E. University
Magnolia

**REGISTRATION
FEE: \$45.00
(includes lunch)
Pre-registration required
Fees are non-refundable**

SCHEDULE

8:00 a.m.	Registration
8:30 a.m.	Board of Nursing Overview
8:45 a.m.	Medication Errors and Patient Safety
9:30 a.m.	Break
9:45 a.m.	Ethics: Don't Leave Home Without It
10:30 a.m.	Protect Yourself: Defending Your License to Practice
	Lunch
11:30 a.m.	CSI: What Not to Do
12:45 p.m.	Just In Time: A Primer For Just Culture
1:45 p.m.	Break
2:00 p.m.	Myths and Mysteries of Addiction
3:00 p.m.	Break
3:10 p.m.	Are You Ready for NCLEX®?

Continuing Education Workshop sponsored by Arkansas State Board of Nursing

Continuing education awarded is 6.25 contact hours. Participants who leave immediately prior to the NCLEX presentation will receive 5.25 contact hours. Application for CE Approval has been submitted to Arkansas Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. E-mail lwalker@arsbn.org if you have questions.

REGISTRATION FORM

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

Check date you plan to attend: [] February 18 [] April 29 [] September 22 [] October 7 [] November 10

NAME _____ LICENSE NUMBER _____

CITY _____ ZIP _____ PHONE _____

E-MAIL ADDRESS _____

(to receive an e-mail confirming receipt of registration)

Guidelines for Quality Assurance Plan for APNs with Collaborative Practice Agreements

APNs with prescriptive authority must have in place a written quality assurance plan by which patient care is evaluated and quality is maintained by the APN.

Plan must:

- Be specific to practice area
- Be signed, dated and reviewed annually by APN and collaborating physician/physicians
- Include written plan for corrective action, if indicated and follow-up
- Include evidence of compliance to be available to the ASBN upon request

Examples of Quality Assurance measures (not an inclusive list – you may have other measures)

- Retrospective chart review
- Concurrent with case management
- Review of practice where patient problems are suspected or have been identified
- Audit of specific types of medical problems/conditions
- Reflective practice – includes a self-assessment and peer feed-back from a peer who has a similar role/practice – peer must identify three things the APN does well and three things that could enhance the APN’s practice
- Patient interview (consumer satisfaction)

Guidelines for Prescriptive Protocols for APNs with Collaborative Practice Agreements

APN Protocol Template

Indications (May include: Broad Categories of Disorders or Categories of Conditions or Symptoms, Diagnoses) – May Also include what the APN may and may not initiate	Classifications of Legend Drugs, Controlled Substances (if prescriber has DEA#), and Therapeutic Devices (e.g. durable medical equipment) which will be prescribed
e.g. Xerosis, renal pruritis	Emollients/antipruritics
Treatment of hyperlipidemia; initial order per MD consult; refills or changes after initial MD order	Antihyperlipidemic drugs
PVD, CVD, claudication	Circulatory/perfusion agents
Seizure Disorders	Anticonvulsants, Barbiturates, Benzodiazepines, Diuretics, GABA analogs, Hydantoin
Menopause	Androgens, Estrogens, Progestins

The Arkansas State Board of Nursing does not recommend listing books as references for prescriptive protocols. Protocols may not include anything outside the APNs scope of practice.

Date adopted _____ APN Signature _____

Physician(s) Signature _____

Dates reviewed/initials _____ Dates revised/initials _____