CELEBRATING NURSING!

M aria “ T essie” B ell
WINNER OF THE 2018 COMPASSIONATE NURSE OF THE YEAR AWARD

D r. S usan L. Gatto
WINNER OF THE 2018 NURSE EDUCATOR OF THE YEAR AWARD

R ECAP OF THE 2018 NURSING EXPO

A RKANSAS NURSE PORTAL IS COMING SUMMER 2018!
It’s not a Career, It’s a Calling.

Our team of neurosurgeons, led by Dr. Ali Krisht, at the Arkansas Neuroscience Institute perform more than 1,000 intricate brain and spine surgeries each year on patients from all 75 counties in Arkansas and more than 38 states. But many patients are still needing treatment.

That’s why we’re expanding and need you to join our team!

When you join the Arkansas Neuroscience Institute, you’ll receive hands-on training that you won’t find anywhere else. Training opportunities are available at our on-site cadaver lab and during a 12-week Education Course specialized in high-acuity care.

Sign-on bonuses of up to $25,000 and relocation assistance are also available for various positions and individuals that are eligible!

Learn more or apply for a position at chistvincent.com/careers
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.
Help Shape the Future of Nursing

DO YOU KNOW?

• The younger generation is entering the nursing profession at a steady rate in Arkansas. This trend is especially evident in the increasing number of certified nurse practitioners between the ages of 30 and 39.
• Arkansas’ long-term occupational projections for 2014-2024 indicate that RNs and LPNs will be listed in the Top 20 Occupations by Total Annual Openings report. The projected occupational openings show the gap between supply and demand will continue to increase.
• Nursing faculty salaries, on average, are well below the average salaries of other postsecondary faculty.
• The proportion of RNs and APRNs per 1,000 people is higher in urban counties, while the proportion of LPNs is higher in rural counties.

I am excited to announce that Arkansas Center for Nursing, Inc. (ACN) has published their first nursing workforce report. The above information, as well as the data included with this article, are small snippets of information reported in the workforce report. ACN compiled data from multiple sources on the supply and demand of nurses in Arkansas, as well as the educational environment in the state. The majority of data reported is based on the Minimum Data Set (MDS), which was developed by the National Forum of State Nursing Workforce Centers. The MDS allows consistent data collection and reporting across the United States.

The ACN, a nonprofit organization, was created in 2016 to serve as the state’s nursing workforce center. Membership is open to nurses, healthcare organizations, or individuals interested in nursing. There are committees, comprised of members, working hard to carry out the mission of the ACN, which is to promote a culture of health for the citizens of Arkansas by advancing nursing education, practice, leadership and workforce development.

The full report, along with how to become a member of ACN, can be found at www.arcenterfornursing.com. Join and help shape the future of nursing!
As part of Arkansas’ only comprehensive academic health sciences center, the UAMS College of Nursing is the state’s largest nursing program offering a variety of degree paths to help you set yourself apart in the nursing field. Our degree programs include:

- **BSN**: Little Rock and Texarkana/Hope locations
- **RN-BSN**: Online with 7 ½ week courses and admissions 5x/year
- **MNSc**: Nurse practitioner specialties (adult-gerontology acute or primary care, family, psychiatric mental health, pediatric acute or primary care) and nurse administration
- **Post-BSN to DNP**: Nurse practitioner specialties (adult-gerontology acute or primary care, family, psychiatric mental health, pediatric acute or primary care)
- **DNP**: Leadership focus
- **PhD**: Research focus with preparation as a nurse scientist. Academic paths post BSN, MNSc, or DNP

Programs are available in locations throughout the state.

To apply or learn more, visit: [nursing.uams.edu](http://nursing.uams.edu)
I want to take a minute to update you on changes that have taken place since the beginning of the new year which will have an impact on you as a nurse or an employer of nurses.

**Licensure Verification**

The process of verifying a license has changed. In order to verify a license, you will now go to [www.nursys.com](http://www.nursys.com). Utilizing this database, you can not only verify a license, but you can also set up e-Notify for institutions and get real-time notifications about nurses you employ. QuickConfirm allows you to retrieve licensure information, and if discipline has occurred, the disciplinary documentation, in one convenient location.

Utilizing e-Notify for nurses, you register your nursing license and you will receive notifications about your license status, license expiration and license renewal reminders through email and/or text, if you choose.

Nursys is a national database for verification of nurse licensure, discipline and practice privileges. It includes RNs and LPNs licensed in participating states, and all states in the eNLC participate. One of the nice advantages of this service is when you verify a license, it lists the states the nurse can practice in with their active license. The process is very convenient and clear to understand, hopefully avoiding any confusion with the new eNLC states.

**Alternative to Discipline Program**

Coming mid-July, nurses with substance use/abuse issues who meet certain criteria will have the option of requesting consideration for eligibility to enter an alternative to discipline program. Candidates for this program must meet the following criteria:

1. The individual shall hold a current, active license issued by the ASBN; or
2. Be an applicant for initial licensure or for reinstatement by the ASBN; and
3. If applicable, must voluntarily place license(s) on inactive status until approved for reactivation by alternative to discipline program staff.

Anyone seeking enrollment must request services, in writing, by submitting appropriate forms, including release of information and providing a copy of all requested legal documents.

Enrollment in the alternative to discipline program is voluntary regardless of the referral source. Although the final decision to accept or decline services is solely the individual’s, not doing so may impact their status with the ASBN.

Enrollment or participation in the program may be denied if the individual:

- is not eligible for licensure in the state of Arkansas.
- does not have a condition identified for which treatment is available and can reasonably expect to alleviate or significantly reduce the practice issues for which the individual was referred or seeking services.
- is unwilling or unable to abstain from potentially addicting drugs (legal or illegal), including alcohol.
- is unable to abstain from abuse potential medications unless approval for the medication is recommended
and documented by a Board approved addiction evaluator.
• insists that program communication, either written or verbal, be filtered through an attorney.
• undergoes an evaluation wherein substance use disorder treatment is recommended and is unable or unwilling to adhere to the evaluation recommendation. The participant may be temporarily excluded from enrollment until documentation of completion of the recommended level of treatment at a Board approved treatment facility is provided.
• requests alternative to discipline program services and then abandons the enrollment or declines to complete the enrollment process.

If the nurse is a candidate for this program, they will work closely with the Board to meet the requirements, and upon successful completion will not have a permanent flag on their license. This program is not public, and only the Board of Nursing, other state boards of nursing, employers, and schools of nursing, if applicable, would be notified of enrollment in the program. The purpose of this program is to ensure patient safety by immediately removing nurses with substance use/abuse issues from practice, allowing them to recover, and then re-enter practice without discipline on their license. Hopefully, this will encourage nurses to come forward and seek help, as well as assist nurses in their recovery process, returning them to work; therefore, reducing the loss of well-trained, highly educated nurses. Stay tuned for additional updates on this program.
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Empowering Professionals. Pursuing Excellence.
Saint Mary’s Regional Health System is proud to celebrate our gifted, dedicated nursing professionals. Our team’s commitment to providing exceptional, high-quality healthcare impacts the lives of those we serve in the Arkansas River Valley every day. To learn more about joining this amazing team, visit saintmarysregional.com.

- Tuition Reimbursement/Loan Assistance
- Competitive Wages & Benefits
- Shared Governance Structure

SAINT MARY’S REGIONAL MEDICAL CENTER
A community of care.
1808 West Main Street | Russellville, AR 72801

BOARD DATES

2018

June 6 .................. Hearings
June 7 .................. Hearings
July 11 ................. Hearings
July 12 ................. Hearings
September 12 .......... Hearings
September 13 ... Business Meeting
October 10 ............ Hearings
October 11 ............ Hearings
November 14 .......... Hearings
November 15 .......... Hearings

501.686.2700
Special Notice about the Arkansas State Board of Nursing Magazine

The Arkansas State Board of Nursing has designated this magazine as an official method to notify nurses residing in the state and licensed by the Board about information and legal developments. Please read this magazine and keep it for future reference as this magazine may be used in hearings as proof of notification of the ASBN Update’s contents. Please contact LouAnn Walker at the Board office (501.686.2715) if you have questions about any of the articles in this magazine.

BOARD BUSINESS

Debbie Jones Retires as Assistant Director of the Arkansas State Board of Nursing

Debbie Jones, MNSc, RN, recently retired from her position as Assistant Director of the Arkansas State Board of Nursing. Jones began employment at the Board in November 1997 in the Discipline Department. She was a leader in school nursing and advocated for quality health care for students. Also, Jones was instrumental in helping the ASBN implement an updated computer and paperless board system.

The Board thanks Mrs. Jones for her over 20 years of service to the Arkansas State Board of Nursing and offers appreciation for her commitment to exceptional public service by carrying out the Board’s mission of protecting the public.

We wish her all the best, and we hope she enjoys a happy, healthy retirement!
The family gathers at the hospital awaiting the first grandchild. Dad comes to the waiting room to tell everyone, "It's a girl with lots of hair and she looks like me." Excitement fills the room. The grandparents beam and the siblings toss around names for their new niece. In delivery, mom and baby are skin to skin, exploring a loving bond that is magical to watch. Dad returns to mom and everything is in slow motion as they witness the two of them are now one.

The next 24 hours are packed with a plethora of things to do, not to do, how to do, which become too much to remember. As their heads spin, the new parents realize this is not a dream. What they don’t realize is, during the next days, weeks, months and as long as a year, mom can experience life-threatening medical problems that need emergent medical attention.

The Centers for Disease Control and Prevention ranks Arkansas as having the third-highest maternal mortality rate in the nation. Arkansas has 35 maternal deaths per 100,000 live births, compared to the national average of 20 deaths per 100,000 live births. The leading causes of maternal death are hemorrhage, hypertensive disorder, pulmonary embolism, amniotic fluid embolism, infection and pre-existing chronic conditions. The risk of pregnancy-related deaths for black women is three to four times higher than for white or Hispanic women. Even healthy women who give birth are at risk for these complications.

**ARKANSAS’ STRATEGY**

The University of Arkansas for Medical Sciences’ Antenatal and Neonatal Guidelines, Education and Learning System (ANGELS) and Center for Distance Health host a collaborative networking event for every facility in Arkansas providing obstetric services.

The collaborative focuses on helping hospitals implement safety bundles for two leading causes of mortality: Postpartum hemorrhage and hypertensive emergencies in pregnancy. Last year, facilities received components of both bundles, supporting literature and resource links. Each facility now has a staff mentor to guide them through the process of identifying aspects of each safety bundle that have already been implemented, areas needing development and any implementation barriers. Regular virtual meetings assess progress and identify areas needing support.

Under the direction of Arkansas Medicaid, AFMC’s Medicaid Quality Improvement team is focusing on educating new mothers about post-delivery warning signs. Hospital focus groups include hospital emergency and obstetric departments, hospital prenatal classes, OB/GYN providers, nurses and clinic staff, home visitors and community health units.

The postpartum period is a critical time for mothers and infants. Women and their families need education about warning signs that can potentially cause maternal death. Moms need to know there will be discomfort and fatigue, but some situations need medical attention. New mothers should be encouraged to trust their instincts and pay attention to urgent warning signs.

**URGENT WARNING SIGNS:**

- Bleeding that is heavier than normal menstrual periods or gets worse
- Discharge, pain or redness that continues or worsens
- Feelings of sadness lasting longer than 10 days after birth
- Fever over 100.4 F
- Pain or burning when urinating
- Pain, swelling and tenderness in legs, especially calves
- Red streaks on breasts or painful lump in a breast
- Headache not helped by medicine; headache with vision changes
- Severe pain in lower stomach; nausea or vomiting
- Foul-smelling vaginal discharge

**EMERGENT WARNING SIGNS:**
- Uncontrolled bleeding
- Chest pain
- Trouble breathing; shortness of breath
- Seizures
- Signs of shock
- Mother has thoughts of hurting herself, the baby or others

When the attention is focused on the new baby, families need to understand these warning signs. It is important that they know to get the new mom to immediate medical attention if they occur.
The Arkansas State Board of Nursing (ASBN) is preparing to deploy Nurse Portal in the near future. The Nurse Portal is a secure portal that enhances online access to a host of services, including submission of applications for licensure, license renewal, reinstatement and license status check. Check the ASBN website frequently for Nurse Portal availability.

Every Arkansas nurse and nurse licensure applicant will need to create a user profile account within the ASBN Nurse Portal. Once the Nurse Portal is deployed, nurses and nursing applicants are encouraged to access the Nurse Portal and create an account as soon as possible.

If you are close to time for renewal of your nursing license, creation of your Nurse Portal account will be the first step in that process once the Nurse Portal is available on the website. Additionally, submission of an application for licensure (examination, endorsement, etc.) will occur through your Nurse Portal account.

Access to the Nurse Portal is at [www.arsbn.org](http://www.arsbn.org). On initial access to the Nurse Portal, you will be required to create a new account. You will need a valid email address, and it is recommended that you use a personal email address versus a school or employment email address. If you do not have an email address, you may create one from one of the free email service providers (AOL, Google, or Yahoo).

During your initial account set up you will verify your identity by a validation process that includes receipt of a validation email sent to the email address that you provided. You will need to access the email and click on the verification link within 24 hours. This step must be completed within 24 hours to complete creation of your Nurse Portal account or the link will expire and you must restart the process.

After you have created your Nurse Portal profile account, for subsequent access you will go to the Nurse Portal and sign in. Again, remember to check the ASBN website frequently for Nurse Portal availability, and until it is deployed, continue to renew your license and submit an application per the current online process.
COMING SOON

Arkansas Nurse Portal

Create a new account

Don't have an account?
Create an account to apply for a license or maintain your nursing license

Already have an account?

Get answers to your questions about the Arkansas Nurse Portal
501.682.5426
www.arsbn.org

Available Summer 2018

ARKANSAS NURSE PORTAL

Establishing a User Account is the first step for renewals of all license types, initial licensure by exam and license by endorsement

- Create User Account
- Renewal of license
- Licensure applications
- Manage your license(s)
- Submit a name or address change
- Request Inactive or retired status

Check www.arsbn.org, ASBN Update and ASBN Facebook page for updates and implementation date
Can You Recognize Substance Abuse Disorders?

The news is full of information regarding the opioid epidemic. There are many facts and statistics proving Opioid Use Disorder is occurring in epidemic proportions. Substance Abuse Disorders (SUDs), which includes Opioid Use Disorder, encompasses a pattern of behaviors that range from misuse to addiction. For the general population, alcohol is the drug of choice in SUDs, but controlled substances like opioids, stimulants, and anxiolytics have a higher incidence with nurses due to the access nurses have to controlled substances. The majority of disciplinary actions imposed on licensed nurses in Arkansas involve controlled substances and SUDs.

SUID is chronic and progressive. As with most chronic conditions, the sooner SUID is identified and treated the better the outcome for all involved. We do not want to believe one of our own would take drugs from patients, steal drugs that should be wasted or even come to work impaired. We tend to make excuses for their behavior. Nurses and supervisors need to know the warning signs and if they see something—say something. It is going to take everyone in the healthcare system doing their part in curbing the incidence of SUID and drug diversion.

I don’t think I need to tell you that the first step in solving a problem is realizing there is a problem. The media has been very diligent in making the public aware of the opioid problem at the state and national level. Let me break it down even closer to home. One in ten nurses abuse alcohol and/or drugs, according to the American Nurses Association. Look around your workplace. How many nurses do you work with? What are the odds you work beside an impaired nurse?

The second step is to be able to identify the signs of SUID:

<table>
<thead>
<tr>
<th>PHYSICAL</th>
<th>BEHAVIORAL</th>
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<tbody>
<tr>
<td>Fatigue</td>
<td>Job performance issues</td>
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<tr>
<td>Tremors</td>
<td>Absence from work area for extended periods</td>
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<td>Frequent use of mouthwash or breath mints</td>
<td>Frequent bathroom trips</td>
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<tr>
<td>Dilated pupils</td>
<td>Attendance issues — tardy, leaving early and call-ins</td>
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<tr>
<td>Runny nose</td>
<td>Excessive mistakes</td>
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<tr>
<td>Nausea or vomiting</td>
<td>Increasing isolation</td>
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<tr>
<td>Rapid weight gain or loss</td>
<td>Inappropriate verbal and emotional responses</td>
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<tr>
<td>Untidy appearance</td>
<td>Diminished alertness, confusion and memory lapses</td>
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As the ASBN Board President, Ramonda Housh, tells each group of nursing students who visit the Board, “Nurses don’t wake up one morning and say—Hey, I think I will become an addict today.” Most nurses are prescribed a controlled substance for a legitimate issue, become tolerant, increase the dosage and eventually become dependent. The nurse’s healthcare provider eventually stops prescribing. The nurse may then turn to the workplace to supply their addiction.

You may observe the following if a nurse is diverting drugs:

- Documenting giving narcotics to patients who do not require them on other shifts
- Incorrect narcotic counts
- Removing multi-dose or vials with a large amount for a small dose
- Wasting large amounts of narcotics
• Failing to document wastage
• Failing to get someone to co-sign wastage
• Changes and corrections in records
• Offering to medicate patients assigned to other nurses; and
• Altered orders.

Nurses should educate themselves on the signs of SUD and drug diversion, not only for the sake of the nurse, but for the protection of patients. And lastly, as a licensed nurse in Arkansas, you are required by the Arkansas Nurse Practice Act, duly promulgated rules and orders, to report to the Board within a reasonable time of the occurrence of any violation or attempted violation.

National Council of State Boards of Nursing Substance Abuse Disorders Resources are available free of charge at ncsbn.org/sud-nursing:

• NCSBN’s SUD toolkit (which includes brochures, posters, a book and two continuing education courses, was developed to ensure that nurses are armed with knowledge to help identify the warning signs of SUD in patients, nurses and the general public, as well as provide guidelines for prevention, education and intervention.

The following online courses are offered free of charge at learningext.com:

• “Understanding Substance Use Disorder in Nursing”—Developed as a companion to the video. Upon successful completion of the course, 4.0 contact hours are available.
• “Nurse Manager Guidelines for Substance Use Disorder” Upon successful completion of the course 3.0 contact hours are available.
This issue of the *ASBN Update* should be very telling as to what is happening at the Arkansas State Board of Nursing. We are all working feverishly to see that the new Optimal Regulatory Board System (ORBS) database is customized for Arkansas and in place as soon as possible. This database should be very user friendly and will help with communication between the Board and the nurse as each nurse will have his/her own portal. Each nurse will be required to sign up with a personal email address and password. Work emails are discouraged.

Our “Go-Live Date” has been temporarily delayed. However, once in place all nurses will have the opportunity to develop an individualized portal. This portal will house information such as demographic data, educational information, employment history and national certification history. The portal account (once the database is in place) must be created in order to apply for or renew a license.

There are certain documents and information to have on hand in order to expedite the process of creating your portal account. Your employment history, including employer name, street address, city, state and zip code, will be required along with employment start date. You will be able to add employers as needed in order to complete your history. Other information, such as employer phone number, email address, contact name and contact phone number is optional but encouraged.

You must also enter your graduation history from all programs. Once you enter the state where the program was located and the program type, you can utilize a drop down menu to locate the program name. This is for undergraduate programs only. For APRNs you must also include graduate and doctoral programs. In this instance, you will select “other” as program type which will prompt you to type in the program name, street address, city, state, and zip code, along with the educational status, degree and the date of graduation.

You will enter your licensing history into the nurse portal. This can be obtained by going to www.nursys.com and selecting quick confirm. You will be able to download and print a copy of your licensing history. This history will include your license number, date of original licensure and expiration date for each license held.

Information regarding your APRN national certification will be necessary. Specifically, you will need the certificate number, the original issuance date, current issue date and expiration date. A copy of this certification will also be uploaded, so be sure and save this in a pdf file. This should be uploaded each time the certification is renewed.

Once your profile is complete, you will use this to apply for or renew your license.

As you know, a RN license is required in order to obtain and maintain the APRN license. The nurse portal will require you to renew the RN license and then direct you to the renewal of the APRN license.

Until this database is in effect, you will continue with licensing as before. Hopefully, this information will allow you to begin to assemble all necessary documents to expedite your new portal account.
Pinnacle Pointe
BEHAVIORAL HEALTHCARE SYSTEM

Specializing in mental health treatment for children and adolescents

Pinnacle Pointe Behavioral Healthcare System is located in Little Rock and is one of Arkansas’ largest behavioral health facilities. We offer acute inpatient and residential services for children and adolescents ages 5-17 who are struggling with emotional or behavioral health issues.

We Provide a Full Continuum of Behavioral Healthcare Services

- Residential inpatient care
- Day treatment services
- School-based services
- Partial hospitalization
- Acute inpatient care
- Outpatient services
Celebrate Nursing was the theme of the 2018 Nursing Expo held at the Jack Stephens Center on April 7, 2018. The Think Nurse Expo was filled with employment opportunities. Interviews were held and jobs offered. The event provided those that were interested in the nursing profession or in continuing their education, a chance to visit with colleges and nursing schools as well as on-line opportunities. Allied health jobs as well as services that nurses could take advantage of in many industries were represented. On top of all of that, some great shopping.

Circle the date for next year: April 13, 2019!
Struggling with a mental health or addiction issue?

**Let Springwoods Behavioral Health help!**

Specialized behavioral health programs for adolescents, adults and seniors

*Inpatient Treatment (24-hour care)*
- Mental Health
- Mental Health and Substance Use
- Medical detoxification (adults only)
- Specialty program for women

*Day Treatment Programs*
- Full day group therapy

No-cost assessments are available. Call 479-973-6000 ...
24 hours a day, 7 days a week.

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**THANKS TO ALL OF OUR NURSES:**

**TRUE CHAMPIONS FOR YOUR CHILDREN!**

Nurses are the heart of Arkansas Children’s. These champions for children care for your child at the bedside, conduct medical research, lead teams that improve care for children, provide clinical expertise to hospital initiatives and mentor other nurses at all levels. The nurses at Arkansas Children’s Hospital have earned Magnet® recognition, the most prestigious designation of nursing excellence and quality.

Whether at Arkansas Children’s Northwest in Springdale, the Jonesboro Clinic, West Little Rock and Southwest Little Rock clinics or Arkansas Children’s Hospital in Little Rock, our nurses provide excellent care close to home for your child, making them better today and healthier tomorrow.

ARCHILDBENS.ORG  •  #CHAMPIONSFORCHILDREN
DEAR COMMITTEE,

There is no more deserving candidate for a Compassionate Nurse award than Maria “Tessie” Bell. She is the standard for exemplary perioperative nursing practice. Although she is an amazing technical care provider, this is surpassed by her servant’s heart. She has provided perioperative nursing care for over 50 years at CHI St. Vincent and improved the lives of thousands of Arkansans! Tessie cares deeply for both her patients and her co-workers. She is the first staff member to volunteer to help when there is not enough shift coverage or when a co-worker is ill, as well as always willing to donate to a struggling co-worker or supply drive for a shelter or crisis center. Tessie is a wealth of practical knowledge and shares her gifts with all who will listen. With patients, she is the calming voice that eases fears, alleviates stresses, and comforts families. Her commendable deeds have resulted in several nominations for the Sr. Teresa Joseph Babcock award for exemplifying CHI St. Vincent’s Core Values (Reverence, Integrity, Compassion & Excellence), an upcoming feature in the Arkansas Hospital Association magazine, and a 2017 Arkansas Diamond Award presented by the Arkansas Secretary of State, Mark Martin. She is one of only six people to ever receive the Diamond Award, the highest honor bestowed to an Arkansan by the Secretary of State.

Tessie’s greatest passion is medical mission trips. She has participated in 21 of 22 medical mission trips through her church, and plans to go on #22 this year. In Honduras, Tessie has provided care to patients undergoing surgery for general abdominal, orthopedics, plastics, urology, gynecology, and ENT. She finds great joy in caring for the underserved and vulnerable populations who lack adequate surgical care. Tessie has inspired peers and physicians alike to join in her quest to meet the needs of patients over 2,500 miles away!

When considering applicants for this award, I hope you choose to honor Tessie. She is caring, kind, and humble. Tessie hasn’t exhibited compassion in a single moment, but in a lifetime of inspiring practice. 

MARIA “TESSIE” BELL

Congratulations to on Winning the 2018 Compassionate Nurse of the Year Award!
DEAR COMMITTEE,

It is my pleasure to nominate Dr. Susan L. Gatto from the University of Central Arkansas, School of Nursing for the Outstanding Nurse Educator Award for 2018. Dr. Gatto has been a Nurse Educator for over 25 years and has literally helped to prepare over 1,000 nurses who practice and contribute to shaping healthcare in the State of Arkansas.

Dr. Gatto’s unique style of teaching is engaging and fun! She uses funny stories, cute acronyms, and interactive strategies to help students learn and retain knowledge. She is always the faculty member who adopts the latest and greatest technology in the classroom. Students comment that “time flies” when Dr. Gatto is teaching. She is their loudest cheerleader as they strive to reach academic and career goals. Whether teaching undergraduate students in a traditional classroom or teaching graduate students using an online format, Dr. Gatto prepares tirelessly in an effort to assure students get the most current and evidence based education available. One of Dr. Gatto’s strengths is her ability to communicate with students and alumni. She is interested in each student as an individual and is always interested in their success after UCA.

Although Dr. Gatto accepted an administrative assignment and now leads the UCA School of Nursing as its Director, she continues to teach undergraduate and graduate classes. She works intensely with students who struggle with testing in an effort to assure their success when they take their licensing exam. At the graduate level, Dr. Gatto teaches classes for students in the Nursing Education track to assure that we will have qualified Nurse Educators in the future.

In her administrative role, Dr. Gatto has focused on securing resources and partnerships in an effort to assure that students have opportunities needed to succeed. She has helped to remove unnecessary barriers for nurses who wish to return to complete advanced degrees. She “thinks outside the box” and is persistent in pursuing needed resources to assure student success. In addition, Dr. Gatto supports faculty who work with her so that they have the resources needed to develop professionally and ultimately assure the best education for students.

Dr. Gatto’s contribution as a Nurse Educator spans almost three decades. Her consistent investment in nursing students across the years and her dedication to creating a conducive learning environment for students is unmatched. Again, it is with great enthusiasm that I nominate Dr. Susan L. Gatto for this prestigious award.
The full statutory citations for disciplinary actions can be found at [www.arsbn.org](http://www.arsbn.org) under Nurse Practice Act, Sub Chapter 3, §17-87-309. Frequent violations are A.C.A. §17-87-309 (a)(1) “Is guilty of fraud or deceit in procuring or attempting to procure a license to practice nursing or engaged in the practice of nursing without a valid license;” (a)(2) “Is guilty of a crime or gross immorality;” (a)(4) “Is habitually intemperate or is addicted to the use of habit-forming drugs;” (a)(6) “Is guilty of unprofessional conduct;” and (a)(9) “Has willfully or repeatedly violated any of the provisions of this chapter.” Other orders by the Board include civil penalties (CP), specific education courses (ED), and research papers (RP). Probation periods vary and may include an employee monitored nurse contract and/or drug monitoring and treatment programs.

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

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<tr>
<th>NAME</th>
<th>LICENSE #</th>
<th>CITY</th>
<th>ACTION</th>
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<th>EFFECTIVE DATE</th>
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## Disciplinary Actions

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Wes McCullogh, RN &
Michael Acosta, RN