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# Update

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April 2017 • Volume 21 • Number 1

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





# Nurses Rock!

By the time you read this, the 91st Arkansas General Assembly will be over. It was a busy session with many bills filed that affect the practice of nursing in Arkansas. Some were beneficial and others could have been detrimental to nursing. During every legislative session I jump on my soapbox—nurses need to get involved in issues related to nursing practice. Nurses are busy with day-to-day responsibilities of their job, along with family obligations. It is hard to find time to do anything extra; I know because I have been there.

In previous years, only a handful of nurses were involved in the legislative process. Nursing bills would come before the Public Health, Welfare and Labor Committee with only a few nurses taking the time to contact their legislators to express their support or opposition. On occasion, a few nurses would show up for a committee meeting.

Things were different this year. The social media blitz took off! E-mail, Facebook and Twitter exploded with information on the bills and how to let your opinions be known. Several nursing organizations' websites displayed information about the bills. Many "call to action" alerts were spread across the nursing community. Nurses attended almost all of the committee meetings. Many days there was not space to walk around in the committee room, and security had to be called to control the number of people. They would not let you in the committee room until someone came out. It was an awesome sight!

I wish I could give you the outcome of the nursing related bills, but as I write this the session is still in full action, and most bills are still going through the legislative process. There are two nursing bills which have passed. The first is HB1180, Signature Authority. This allows advanced practice registered nurses (APRNs) to sign documents, such as death certificates, certification of disability and physical exams. The other bill is



HB1413. This bill allows the Board of Nursing to create an alternative to discipline program for nurses with substance abuse issues.

Nursing is the largest group of health care providers in Arkansas, as well as the nation. There is always power in numbers, and we, as nurses, can influence health policy by making our voices heard. The citizens of Arkansas elect the representatives and senators making the decisions. They work for you, their constituents, so let them know how you feel about their support or lack of support on nursing issues.

Again, let me say thanks to the nurses involved in this year's session. You were fantastic, but I would love to see these numbers double in 2019. Together we can make a difference. Nurses rock!

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## Find Joy!

This is my first column of the new year, so Happy New Year and welcome to 2017! I hope the first few months have been good to you. With the new year comes many changes. We often make New Year's resolutions, such as eating healthier, exercising, losing weight, stopping smoking, sleeping more (or less), getting a new job, being a better mom, dad, wife, husband, etc. While these are all important resolutions that I encourage you to keep if applicable, I would also like to encourage you to resolve to be an even better nurse in 2017. I am going to start you off with a list of some possible ideas!

1. Take care of yourself! Your health should be first and foremost, or you can't take adequate care of others. Some ways to do this is to destress (because we all know that nursing is stress-free, right?) through exercise such as yoga, walking, or what you enjoy the most. Take your scheduled breaks at work, eat your meals and bring nutritious snacks! Stay hydrated and take bathroom breaks! Enjoy your off-time by spending it with family and friends, reading a book, a day at a spa, sitting in a hot tub, or getting a massage! You deserve it.
2. Stay up on the latest standards of care through continuing education, workshops and conferences, furthering your education by taking additional classes or obtaining advanced degrees, teaching a class, or mentoring others. Remaining current will minimize your stress at work, increase your skills and abilities, and make you a safer (better) nurse. Mentoring others will ensure that you are 'on your toes' and able to answer questions accurately! It will also make you feel good to share what you know and help train other nurses.
3. Be an example at your place of employment. Be the kind of nurse you want to work with. How? Offer to help out when you are able; ask for help when needed so the job is done right the first time and encourage teamwork on your floor; always document accurately; acknowledge mistakes and handle them quickly and appropriately; double-check all medications before they are administered; be respectful of and courteous to the physicians and interdisciplinary team members; don't talk about co-workers unless they are present to hear what you say about them.
4. Join committees at work or professional committees outside the workplace, or join nursing organizations that work for our profession. Become involved in making a change and in improving our working conditions, scope of practice, and patient safety. A great new organization to consider becoming involved in is the Arkansas Center for Nursing, whose mission is to "promote a culture of health for the citizens of Arkansas by advancing nursing education, practice, leadership and workforce development."
5. Take time to appreciate others this year. Make sure you give thanks to those who do something to help you out and make your life easier. Write an actual thank you note—it's a lost art that is greatly appreciated! Treat your co-worker to an occasional treat, maybe your famous brownies, homemade cheesecake, or freshly-made guacamole!
6. Learn to say "no." This is a skill that has to be acquired. Nurses are notorious for always saying "yes" and getting overwhelmed with commitments. It is okay to say no and set limits when needed. It is not good for you, your family, employer, coworkers, nor your patients, if you are stretched too thin!
7. Find joy! Enjoy every day to the best of your ability, and always try to end the day on a positive note. Don't go to sleep without reflecting on the good things you experienced during the day, however small they may be.
8. Laugh—after all, we know laughter is the best medicine! Lighten up when you can and try to not take things too seriously, finding some humor in your day. Laugh at yourself!
9. These are just a few ideas you can resolve to do in 2017, making you an even better nurse and an overall happier person!

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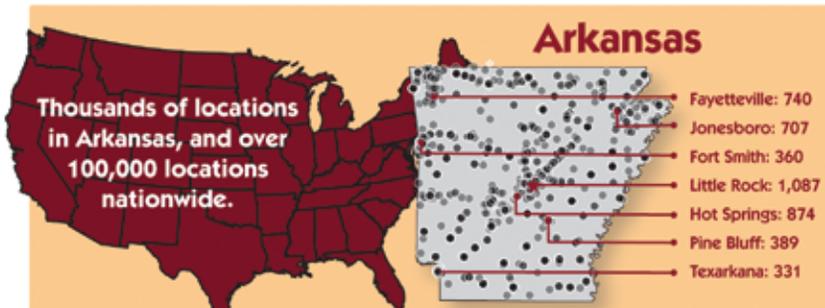
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## 2016-2017 BOARD DATES

### 2017

- April 12 . . . . . Hearings
- April 13 . . . . . Hearings
- May 10 . . Board Strategic Planning
- May 11 . . . . . Business Meeting
- June 14 . . . . . Hearings
- June 15 . . . . . Hearings
- July 12 . . . . . Hearings
- July 13 . . . . . Hearings
- August . . NCSBN Annual Meeting,  
Chicago, IL
- September 13 . . . . . Hearings
- September 14 . . . Business Meeting
- October 11 . . . . . Hearings
- October 12 . . . . . Hearings
- November 15 . . . . . Hearings
- November 16 . . . . . Hearings



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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.



Standing, L to R: Stacie Hipp, APRN; Melanie Garner, LPN; Lance Lindow, RN; Pamela Leal, RN, Rep. of the Older Population; Terri Imus, RN; Haley Strunk, LPN; Mike Burdine, RN; Renee Mihalko-Corbitt, APRN; Janice Ivers, RN. Seated, L to R: Karen Holcomb, RN, Treasurer; Yolanda Green, LPN, Vice President; Ramonda Housh, APRN, President; Kaci Bohn, Ph.D., Consumer Representative, Secretary

**President Ramonda Housh presided over hearings on January 18 and February 15 and the business meeting held on January 19. Highlights of Board actions are as follows:**

- Granted Continued Full Approval to:
  - North Arkansas College Associate of Applied Science in Nursing program until the year 2021
  - University of Central Arkansas Baccalaureate of Science in Nursing program until the year 2021
- Approved curriculum revisions effective immediately for National Park College practical nurse program and

- Northwest Technical Institute practical nurse program
- Accepted the 2016 NCLEX® low pass rate responses for the following:
  - Southeast Arkansas College ADN—two years
  - Southern Arkansas University ADN—two years
  - University of Arkansas Community College Batesville PN—two years
  - University of Arkansas Community College Batesville ADN PN—one year
  - University of Arkansas Monticello ADN—one year

## NCSBN Board of Directors Upholds Current Passing Standard for the NCLEX-PN Exam

The National Council of State Boards of Nursing (NCSBN) voted on Dec. 1, 2016, to uphold the current passing standard for the NCLEX-PN Examination (the National Council Licensure Examination for Practical Nurses). The passing standard will remain at the current level of -0.21 logits\* that was instituted April 1, 2014. This passing standard will remain in effect through March 31, 2020.

In their evaluation the NCSBN Board of Directors (BOD) used multiple sources of information to guide its evaluation and discussion regarding the change in the passing standard. These sources include the results from the criterion-referenced standard-setting workshop, a historical record of the NCLEX-PN passing standard and candidate performance, the educational readiness of high school graduates who expressed an interest in nursing, and the results from annual surveys of nursing educators and employers conducted between 2014 and 2016. As part of this process, NCSBN convened an expert panel of nine subject matter

experts to perform a criterion-referenced standard-setting procedure. The panel's findings supported the creation of a higher passing standard. NCSBN also considered the results of national surveys of nursing professionals, including nursing educators, directors of nursing in acute care settings and administrators of long-term care facilities.

In accordance with a motion adopted by the 1989 NCSBN Delegate Assembly, the NCSBN BOD evaluates the passing standard for the NCLEX-PN Examination every three years to protect the public by ensuring minimal competence for entry-level PNs. NCSBN coordinates the passing standard analysis with the three-year cycle of test plan evaluation. This three-year cycle was developed to keep the test plan and passing standard current. The 2017 NCLEX-PN Test Plan is available free of charge from the NCSBN website.

*\*A logit is defined as a unit of measurement to report relative differences between candidate ability estimates and item difficulties.*

  
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# Finding Time for Fitness

## Overcoming the Obstacles

Nurses are physically busy people. So why do you need exercise?

Strange as it may sound, your everyday job tasks do not count as “physical activity.” Your body has become accustomed to everyday tasks. As a nurse, you have a demanding, high-stress job that is strenuous and mentally taxing. Many nurses develop back pain, slipped discs, and other degenerative conditions. The long hours and moving patients take their toll. Shift work has been found to increase many health problems and it is compounded by poor eating habits, interrupted sleep patterns and abnormal hormone levels.

Physical activity can help offset many of these negative factors. By exercising regularly, you strengthen your body’s muscles, joints and bones. Building strength helps combat back pain. A regular exercise routine will give you more energy and help balance out your hormones.

Regular exercise is important, but how do you fit it into your already demanding schedule? And, how can you motivate a tired mind? Exercise can be done just about anywhere and remember, some is always better than none.

Here are some tips:

- **Make a commitment.** Too often we don’t commit to ourselves or we let everything else get in the way. Make a schedule, write it down and stick to it as if it were a life and death task. Yes, it’s that important!
- **Getting some exercise is always better than none.** If you only have 10 minutes, use those 10 minutes. With a consistent program, done most days of the week, even short workouts can do wonders for both mind and body.
- **Do what YOU enjoy.** Not everyone enjoys the gym setting, working out at home with a DVD or running outdoors in any weather. Pick what you like and you are much more likely to stick with it. Don’t be afraid to try new things. If a new activity doesn’t fit your taste or schedule, that just means you need to keep looking.
- **Pick at least one “quickie” workout that can be done anywhere, with no gym equipment.** Things like body-weight, high-intensity interval training; jogging in place or doing squats during commercial breaks of your favorite show are all good options.

There are many “at home” or “in office” workouts all over the internet, on any search engine.

- **Track activity levels.** Make appointments in your calendar to work out. Then make a note on your calendar every time you work out. Add up your time at the end of each week to be sure you’re staying on track with your goal. This helps prevent slacking.
- **Work exercise into your work day.** Getting paid to exercise? Yes! Here are some examples:
  - **Squats:** If you’re in a patient’s room making the bed or getting some supplies out of a storage room, do a few squats. Instead of bending over to grab something, squat down and pick it up. Be sure to keep your back straight and weight over your heels. You want to feel this in your thighs and glutes.
  - **Desk push-ups:** Stand facing a desk or counter. Place your hands on the edge and move your feet back so there’s room to move. Keeping your back straight and core muscles tight, slowly lower yourself toward the desk until you are almost touching it and then push yourself back up.
  - **Water bottle dumbbells:** Put a full bottle in each hand and use them as upper body weights. You can do things like bicep curls or shoulder presses.
  - **Stairmaster:** Stairs are the easiest way to incorporate exercise. It’s great aerobic and leg conditioner. Intentionally walk up an extra floor or two so you have to come down; try taking the stairs two at a time.

Society views nurses as important role models. Many nurses are called upon to educate patients on the importance of diet and exercise, but are not walking the walk. The American Nurses Association ([www.nursingworld.com](http://www.nursingworld.com)) defines a healthy nurse as one who “actively focuses on creating and maintaining a balance and synergy of physical, intellectual, emotional, spiritual, personal and professional wellbeing.” Commit yourself anew to meet that definition for yourself and your patients.

*Ms. Naramore is AFMC’s Wellness Leader, is a certified personal trainer with degrees in exercise physiology and health promotion.*



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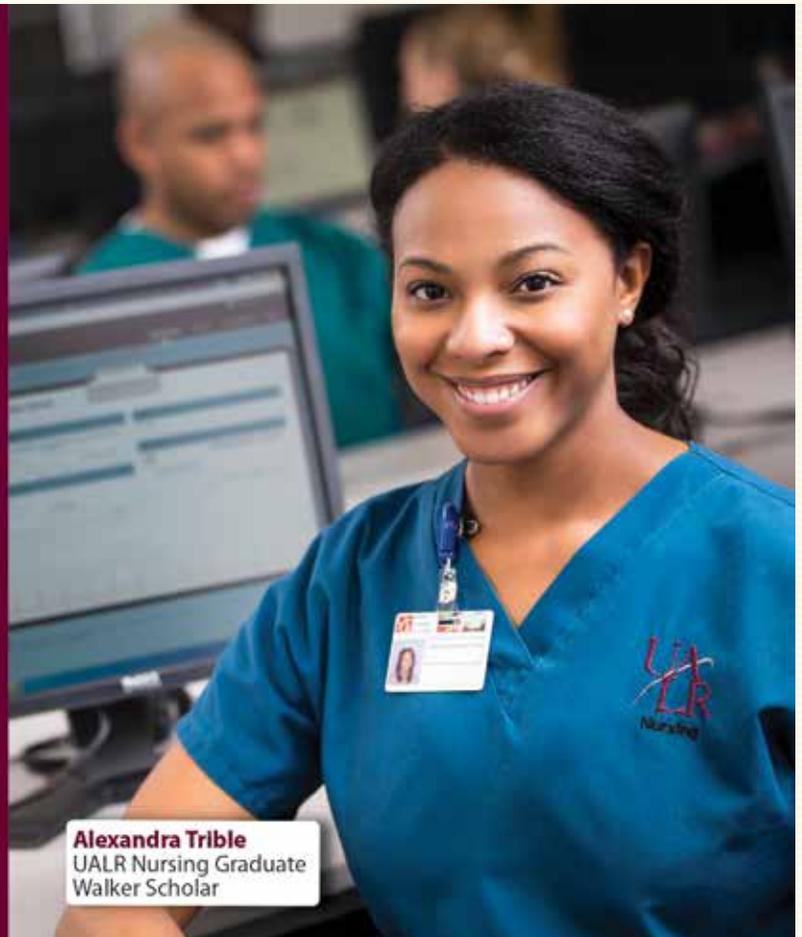
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# RENEWAL FAQs

## I Have Questions About License Renewal!

The Arkansas State Board of Nursing frequently receives calls regarding the renewal process. The following are some of the common questions we receive. Additional frequently asked questions are located at [www.arsbn.org](http://www.arsbn.org). Click the Licensing tab.

### Q. When do I have to renew my license?

**A.** To renew your license on time and maintain an active status, you must renew your license within the 60 day period preceding your expiration date. Your license expiration date should always be the last day of your birth month. If you were born in an even-numbered year, your license will expire in even-numbered years. If you were born in an odd-numbered year, your license will expire in odd-numbered years. The initial period of licensure in Arkansas, whether licensed by examination or endorsement, is for a period of three (3) to twenty-seven (27) months, depending on the nurse's date of birth. Any time a license is issued mid-renewal cycle, the next time the renewal date falls, the license must be renewed.

### Q. What do I do if I have not received my renewal notice?

**A.** It is not necessary to wait until you have received a renewal notice to renew, and it is each licensee's responsibility to ensure their nursing license is renewed by the expiration date. The renewal cycle falls every two years at the end of the month of your birth—odd or even years as they coincide with your year of birth respectively; i.e., if you were born in an even numbered year, you would renew every two years on even numbered years. As a courtesy, we mail a postcard renewal reminder to the last known address on record.

### Q. How do I renew my license?

**A.** You may renew your license online up to sixty (60) days prior to your license expiration date. Go to [www.arsbn.org](http://www.arsbn.org) and click on License Renewal to complete the online renewal process.

### Q. What information will I need to renew my license?

**A.** You will log on with your license number, social security number and date of birth. To complete the process, you will need your continuing education information (copies of certificates, academic transcript, or certification information) and your payment method information.

### Q. What happens if I do not renew my nursing license by the expiration date?

**A.** If you do not renew your license by midnight on the expiration date, your license is considered expired and any nursing practice after that time will be considered unlicensed practice and will be subject to disciplinary action and civil penalty. A late fee and additional continuing education hours will be required for future renewal. There is no grace period for renewal.

### Q. What if I am unable to complete the required contact hours needed for renewal? Can I get an extension?

**A.** No, the Board does not issue extensions, and the continuing education requirement must be met before renewal. Failure to meet the CE requirement may result in disciplinary action and civil penalties.

### Q. When can my employer verify my renewal?

**A.** Once you have renewed your license online, the license is put into a queue with a "pending" status, and the renewal is then submitted for approval. Upon verification that all renewal requirements have been met, the renewal is approved and finalized. This process takes at least 2-3 business days and can take longer if there are further requirements which must be met. Until the finalized approval, the renewal is pending, and the expiration date does not change. After at least 3 business days have passed, check the registry search to verify that your expiration date has been extended.



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  - Laboratory experiences offered on-campus and at UAMS Regional Centers.
- Offers all the personal, financial and professional benefits a doctoral degree confers.

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[nursing.uams.edu](http://nursing.uams.edu)





# CONTINUING EDUCATION, AUDITS AND RN LICENSE

## CONTINUING EDUCATION

In an effort to help curtail the national epidemic of opioid abuse, new prescribing guidelines have been enacted for all advanced practice registered nurses (APRNs) in Arkansas.

APRNs with prescriptive authority shall complete five contact hours of pharmacotherapeutics continuing education in the APRN's area of certification each biennium prior to license renewal. Effective January 1, 2017, two of the prescribing hours must contain information related to maintaining professional boundaries and the prescribing rules, regulations and laws that apply to APRNs in Arkansas (ASBN *Rules*, Chapter 4, Section III,F.7.). In order to meet this requirement, each APRN will need to complete the course *Advanced Practice Nursing in Arkansas* (two contact hours). This is to be completed prior to renewal of your license.

Act 1208 of A.C.A. §20-7-704 specifically states that all APRNs issued a certificate of prescriptive authority after December 31, 2015, shall obtain a minimum of three hours of prescribing education which includes information on maintaining professional boundaries and the prescribing rules, regulations and laws that apply to APRNs in the state within two years of issuance of the prescriptive authority certificate (ASBN *Rules*, Chapter 4, Section VIII, A.7.). In order to meet this requirement, each APRN issued a certificate of prescriptive authority after **December 31, 2015**, will need to complete two courses, *Advanced Practice Nursing in Arkansas* (two contact hours) and *Prescription Drug Misuse and Abuse* (one contact hour).

In order to help APRNs meet these requirements, continuing education courses have been developed by the Arkansas State Board of Nursing.

The course, *Advanced Practice Nursing in Arkansas*, is located at [www.arsbn.org](http://www.arsbn.org) under the Advanced Practice tab. *Prescription Drug Misuse and Abuse* will be available shortly.

After review of each module a post-test is to be completed with a mandatory score of 75 percent or better. Once completed, a certificate will be emailed to you. Please note that this requirement has not been satisfied until you are in possession of the certificate of completion.

E-mail the posttest to [dgarrett@arsbn.org](mailto:dgarrett@arsbn.org) or fax to 501-686-2714 attention: Debbie Garrett, DNP, APRN.

## APRN AUDITS

Quarterly random audits are sent to APRNs holding an active license in Arkansas. The audit requires the APRN to submit a copy of their current national certification and a certificate of proof of five contact hours of pharmacotherapeutic continuing education for those with prescriptive authority. These pharmacotherapeutic CE hours must be in the area of the APRN's certification and meet the guidelines previously discussed. All APRNs must meet the continuing education requirements of their certifying body in order to maintain current certification.

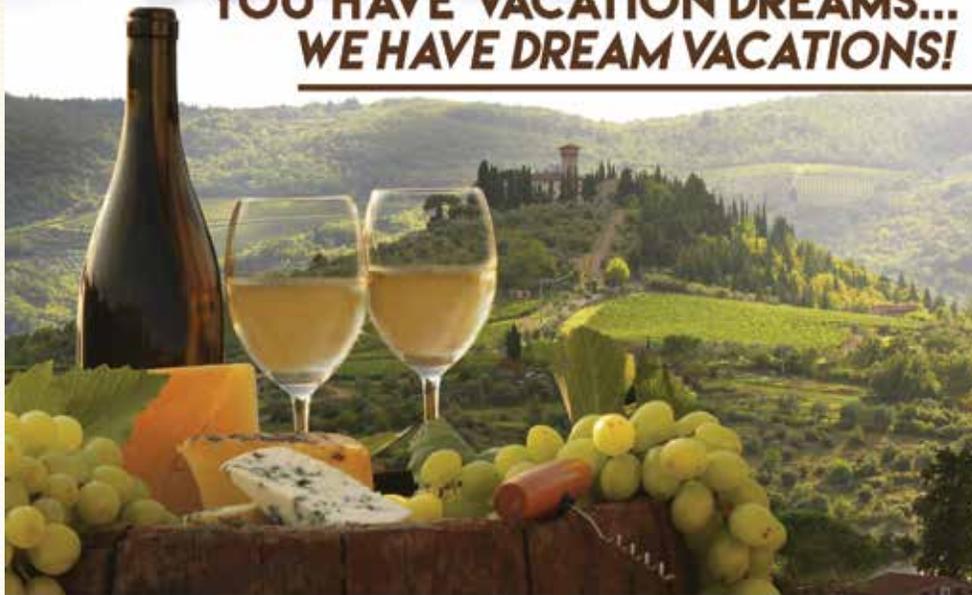
## RN LICENSE

An active RN license is required in order to hold an APRN license. Each license (RN and APRN) must be renewed each biennium. The RN license must be:

- An active, unencumbered Arkansas RN license, or
- An active, unencumbered RN, multistate license in a compact state provided the compact state is the APRN's primary state of residence.

If the APRN lives in a state that is not a member of the Nurse Licensure Compact, an Arkansas RN license must be requested and issued prior to the issuance of the APRN license.

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# NCSBN Makes Substance Use Disorder Educational Courses Free to Nurses and Nursing Students

The National Council of State Boards of Nursing (NCSBN) Board of Directors (BOD) voted to provide NCSBN courses "Understanding Substance Use Disorder in Nursing" and "Nurse Manager Guidelines for Substance Use Disorder" free of charge for all nurses and nursing students.

NCSBN BOD President Katherine Thomas, MN, RN, FAAN, executive director, Texas Board of Nursing, comments, "The chronic and complex disease of substance use disorder



(SUD) is an issue of importance to U.S. boards of nursing because of the potential harm to patient welfare. Cognizant of the opioid crisis and

substance use disorder's societal impact, NCSBN is responding to the American Public Health Association's call to action to implement evidence-based provider training programs in substance use disorder."

NCSBN's SUD toolkit, brochures, posters, a book and two continuing education (CE) courses, was developed to assure that nurses are armed with knowledge to help identify the warning signs of SUD in patients, nurses and the general public and provide guidelines for prevention, education and intervention.

Now all of these resources are available free of charge from [www.ncsbn.org](http://www.ncsbn.org). Both CE courses award contact hours upon successful completion. Register for the courses at [www.learningext.com](http://www.learningext.com). In addition the toolkit includes the "Substance Use Disorder in Nursing" resource manual, the "Substance Use Disorder in Nursing" video, prevention-focused posters for health care facilitates and two brochures, "What You Need to Know About Substance Use Disorder in Nursing" and "A Nurse Manager's Guide to Substance Use Disorder in Nursing."

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# WHAT DO NURSES REALLY WANT?

by **Tammy King Jones, PhD, RN, NE-BC**  
Associate Chief Nursing Officer  
Director, Center for Nursing Excellence



This is the million dollar question hospital executives are asking and they need answers because nurse turnover is costly and negatively impacts the quality of patient care. There is certainly research that has helped identify what influences nurse satisfaction, engagement and loyalty to an organization. The message surrounding the nursing shortage is not new. The Joint Commission even got involved in 2003 with a white paper, *Health Care at the Crossroads: Strategies for Resolving the Evolving Nursing Crisis*, that attempted to raise awareness and provide recommendations for nurse retention in health care organizations. Other studies have gone further to examine various generational perspectives that affect nurse turnover giving leaders even more insight into what nurses want.

While each generation may have different expectations for their nursing careers, there are many similarities in what influences their intent to stay with an employer. At UAMS we value all nurses and are committed to ensuring the satisfaction and engagement of our entire nursing team.

According to Tournangeu, Thomson, Cummings and Cranley (2013), nurses from each generation reported that reasonable workload and manageable nurse-to-patient ratios were significant incentives to stay in their current employment. The work of nursing is often complex, mentally and physically strenuous and emotionally taxing. At UAMS, nurse-to-patient ratios are lower than most adult acute care facilities in Arkansas averaging 1:5 for medical-surgical units and no more than 1:2 for critical care. Manageable workloads for nurses are necessary for delivery of safe, quality patient care which is a top priority at UAMS.

*"Nurse-to-patient ratios at UAMS allow the nursing staff to optimally care for and focus on our patients in a safe environment. It is beneficial to all and is a huge incentive for retaining staff."*

*— Michael Seaman BSN, RN III — Trauma ICU*

Another commonality among generations of nurses includes the desire for a supportive and empathetic manager. UAMS unit/area leaders are educated and experienced nurses who have a passion for patient care and the nursing profession. They are committed to their teams and are wonderful advocates for patients and nurses. UAMS recognizes that development and support for nursing leaders is critical and we strive to provide the tools they need to be successful.

An altruistic nature is a characteristic that binds nurses together regardless of their clinical background, practice setting or age. Their concern for the welfare of others positions them to be wonderful patient advocates but they can only do this effectively if the institution in which they practice actually listens to them. Perceptions of professional status and involvement in decision-making are measured in most nurse engagement surveys and both certainly influence a nurse's intent to stay in their current employment. UAMS recognizes that nurses are the backbone of the organization and values the voice of nursing. Our shared-decision making structure includes clinical nurse representation from all units/clinics/areas and we are committed to making sure the collective voice of nursing informs decisions, especially those that affect practice.

As the only academic adult health care facility in Arkansas, UAMS is always evaluating the effectiveness of current programs and we are continually searching for new and innovative ways to support, develop and recognize nurses. Our work to become the health care employer of choice for nurses and the journey to create a culture of excellence is ongoing because we know that if we don't give nurses a good reason to stay, we're giving them a good reason to go.

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TOURANGEAU A.E., THOMSON H.,  
CUMMINGS G. & CRANLEY L.A. (2013)  
Journal of Nursing Management 21, 473-482  
Health Care at the Crossroads: Strategies for  
Resolving the Evolving Nursing Crisis. *The  
Joint Commission Journal on Quality and Safety*,  
Volume 29, Issue 1, January 2003, Pages 41-50

*"I feel that UAMS encourages me to be able to advocate for not only the patient, but also the functional needs and work-life balance of my staff. This is very important to me and the continued success of my team."*

*— Christina Davis, BSN, RN, CMSRN –  
Clinical Services Manager, Surgical Specialties*



# Disciplinary Actions

## NOVEMBER 2016

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.

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Allen	Linda G Nichols	R027544	Fort Smith	Voluntary Surrender	November 16, 2016
Andrews	Abby Kay	L052326	Greenbrier	Probationary Status Removed	October 24, 2016
Banda	Elizabeth Louise Enkoff	A004191, PAC003981, R065455, L035797	Wister, OK	Revocation	(a)(6) November 16, 2016
Barrett	Maury Glenn	C002661, R080034	Mount Dora, FL	Reinstated	October 19, 2016
Baser	Karen Rebecca	R088182, L045461	Stuttgart	Probation - 2 years	(a)(4) and (a)(6) November 16, 2016
Baynard	Arniece Terry	L038851	Little Rock	Letter of Reprimand	(a)(6) November 14, 2016
Braden	Darren Ellis	R068327 L037636	Delight	Letter of Reprimand	(a)(6) October 26, 2016
Brashears	Courtney	L056014	Benton	Voluntary Surrender	November 14, 2016
Brown	Albert Lamont	L045687	Trumann	Voluntary Surrender	October 31, 2016
Burgess	Lena Jane	L052293	Paragould	Voluntary Surrender	November 10, 2016
Burse	Lynda Benita Coleman Avery	R063334, L032453 (exp)	Wilmar	Probationary Status Removed	October 24, 2016
Butler	Christi Michelle	R091580	Benton	Voluntary Surrender	November 7, 2016
Carr	Troy Romane	R099771	Jacksonville	Probationary Status Removed	October 24, 2016
Carter	Suzanne Renee Keller	R081337, L045217	Hot Springs	Probation - 2 years	(a)(6) November 16, 2016
Champlin	Jenny Rebecca Bowen Roberson	L038988	Hindsville	Reinstatement to Probation	October 31, 2016
Clark	Kassi Rechelle Williams	L043253	Fayetteville	Suspended	(a)(6), (a)(7) November 16, 2016
Cohen	Lynda Renee	R093073	Elkins	Probationary Status Removed	October 24 2016
Crawford	Amy Beth	R091834	Jonesboro	Voluntary Surrender	November 16, 2016
Curtis	Jordan Alexandra	R073098	Fayetteville	Letter of Reprimand	(a)(6) October 26, 2016
Daniel	Ryan Andrew	R077813	Malvern	Probation - 1 year	Terms and Conditions November 16, 2016
Davis	Amber Marie Gifford Rouse Gifford	R077159	Jonesboro	Probation - 2 years	(a)(6) November 16, 2016
Dierks	Tracie Lyanne Turney Anderson	L044352	Foreman	Voluntary Surrender	November 2, 2016
Dutton	Kathryn Rae Fisher	R088389	Fayetteville	Probation - 1 year	(a)(6) November 16, 2016

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Field	Tiffany	R094891	North Little Rock	Probation - 1 year	Terms and Conditions November 16, 2016
Fletcher	Cheryl Ann Owen	L057219	Morrow	Probationary Status Removed	November 15, 2016
Foster	Bonnie Danielle	L049940	Heber Springs	Letter of Reprimand	(a)(6) November 1, 2016
Fowler	Lindsey A.	R096946	Magnolia	Reinstatement to Probation	October 19, 2016
Frost	Heather Lynn Whitney	R080422	North Little Rock	Suspended - 3 years Probation - 3 years	Terms of Probation November 17, 2016
Gallagher	Julianna	L054648	Rudy	Voluntary Surrender	October 31, 2016
Goodman	Amanda Michelle Springer	R072612	Wooster	Voluntary Surrender	November 4, 2016
Gorter	Anna Elizabeth	R083335	Little Rock	Voluntary Surrender	November 2, 2016
Graham	Michael Lawrence	R086131	Bella Vista	Suspended - 1 year Probation - 2 years	(a)(6) November 16, 2016
Harper	Brenda Jo	L014883	Alexander	Letter of Reprimand	(a)(6),(a)(9) November 4, 2016
Harper	Shemicia	L056578	Little Rock	Letter of Reprimand	(a)(6) October 21, 2016
Harriet	Vikki Lynne Buikema Shaw	R036660	Sallisaw, OK	Suspended - 5 years Probation - 2 years	(a)(4), (a)(6), (a)(7) November 16, 2016
Harshaw	Christie Lynn	R083552	North Little Rock	Probation - 2 years	(a)(6) November 16, 2016
Hattabaugh	Brandon B.	RN Applicant	Fort Smith	Probation - 1 year	(a)(2) November 16, 2016

*continued on page 24*



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# Disciplinary Actions

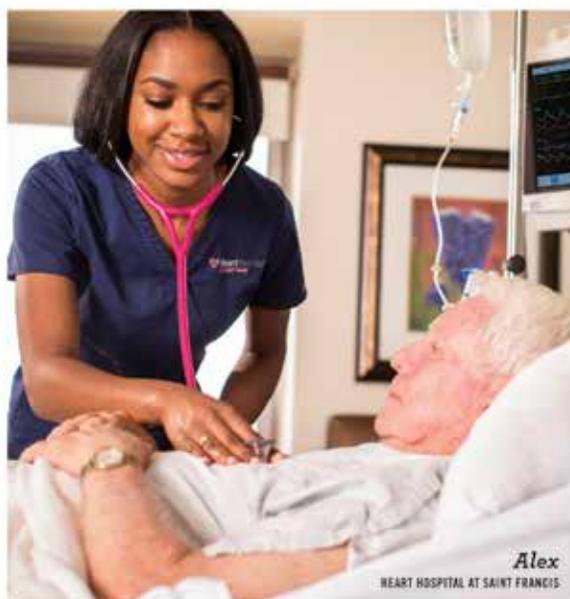
# NOVEMBER 2016

Continued from page 23

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Haynes	Sara Nicole	L049129	Solgohacia	Voluntary Surrender	October 25, 2016
Hearst	Allison Michelle Capel	R096004	Maumelle	Suspended - 1 year Probation - 2 years	Terms of Probation November 17, 2016
Hickey	Katrishia L.	R070568	Helena	Probation - 1 year	(a)(6) November 16, 2016
Holbrook	Kimberly Alice	L054895	Springdale	Voluntary Surrender	October 17, 2016
Hood	Stormy Nell Norris Hood Berryman	R051817	Cabot	Probation - 1 year	(a)(6) November 16, 2016
Hout	Brittney Michelle Foster Ladd	R092238, L046184	Jonesboro	Probation - 3 years	(a)(4) and (a)(6) November 16, 2016
Jackson	Treasure L.	L058311	Monticello	Letter of Reprimand	(a)(1), (a)(6) November 8, 2016
Jenkins	Taylor Samuel	L056087	Conway	Probation - 1 year	Terms and Conditions November 16, 2016
Johnson	Willie Ray	PN Applicant	Hope	Probation - 2 years	(a)(2) November 17, 2016
Jones	Kristin Lea Wheeler	L041290	Harrison	Voluntary Surrender	October 24, 2016
Jordan	Christopher Lee	L055695	Rogers	Probation - 1 year	(a)(6) November 16, 2016
Kimble	Tammy Lynn	R063962	Forrest City	Probationary Status Removed	November 15, 2016
Koscheski	Scott	R099945	Centerton	Probationary Status Removed	November 15, 2016
Land	Sandra Diane Harville	R079136	Batesville	Probation - 1 year	(a)(1), (a)(4), (a)(6) November 16, 2016
Lattin	Meagan Elizabeth Greene	L044117	Mabelvale	Probationary Status Removed	October 24 2016
Lawrence	Lindsey Kay	R084585, L046773 (exp)	Fayetteville	Probationary Status Removed	October 24 2016
Lawrence	Tina Marie Crosby Eddards Smoot	L027847	Brockwell	Voluntary Surrender	November 7, 2016
Lossing	Chad Jacob	L057130	Rogers	Probationary Status Removed	October 24 2016
Lovvorn	Patricia Joyce Angell	R019123	Fort Smith	Voluntary Surrender	November 10, 2016
Lowe	Dustie Jo	L056088	Ash Flat	Probationary Status Removed	November 15, 2016
Mast	Jessica	RN Endorsement	Vilonia	Probation - 4 years	(a)(6) and (a)(7) November 16, 2016
McCoy	Brittany Nicole Hazelwood	R092239	El Dorado	Probation - 2 years	(a)(2) and (a)(6) November 16, 2016
McLain	Michelle Rice Schmidt	R080741	Little Rock	Probationary Status Removed	October 24 2016
Mickle, Jr.	Paul Perrytaine	R056125	Benton	Suspended	Letter of Reprimand November 17, 2016
Milan	Alica Renae	L057536	Little Rock	Letter of Reprimand	(a)(6) October 17, 2016
Miller	Beatrice Annette	L056069	Houston	Probationary Status Removed	October 24 2016
Moore	Shaylan Angela	TX PN 215355	Rogers	Cease & Desist	(a)(1) November 15, 2016
Morman	Amber Reanna Gladen	L055300	Tillar	Voluntary Surrender	November 10, 2016
Morris	Penny Renee Simpler Davis	TX RN 749050	Omaha, Texas	Cease & Desist	(a)(4), (a)(6) November 3, 2016
Morrison	Terry Lavelle	PN Applicant	Fayetteville	Probation - 1 year	(a)(2) November 17, 2016
Mullen	Leigh Michele	R092538, L052471	Walnut Ridge	Probation - 2 years	(a)(2) and (a)(6) November 16, 2016
Pound	Debra Lynn	R049051	Texarkana	Suspended	Letter of Reprimand November 17, 2016
Ray	Amy Jo Ferguson Holz-hauer Believ Jones	R068992	White Hall	Probation - 1 year	(a)(6) November 16, 2016
Reed	Chelsea Elizabeth	L057218	Danville	Probationary Status Removed	November 15, 2016

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Ricardi	Alexandra Elizabeth Faris	Las Cruces, NM	Letter of Reprimand	(a)(6)	November 3, 2016
Riser	Lindsay Deanna	Atkins	Probation - 3 years	(a)(6)	November 16, 2016
Russell	Robert Earl	Waukegan, IL	Probation - 3 years	(a)(4), (a)(6), (a)(7)	November 17, 2016
Scherm	Jamie Lea	Jonesboro	Probation - 2 years	(a)(1) and (a)(6)	November 16, 2016
Sexton	Rhonda Lee Hamilton	Ogden	Probationary Status Removed		October 24 2016
Shannon	Michael	Jonesboro	Reinstated		October 17, 2016
Shinn	Corie	Hot Springs	Probation - 1 year	(a)(2)	November 17, 2016
Sifford	Jennifer Michelle Hamilton	Jonesboro	Probation - 5 years PAC Suspended - 2 years	Terms and Conditions	November 16, 2016
Smith	Kimberly Jean	Mountain Home	Probation - 1 year	(a)(2)	November 16, 2016
Smith	Benjamin Allen	Denver, CO	Probationary Status Removed		November 15, 2016
Smith	Kristen Florence Matthews	Mountainburg	Voluntary Surrender		November 4, 2016
Stacy	Olivia Dawn Elmore	Mansfield	Voluntary Surrender		November 16, 2016
Stanley	Melissa Dawn	Crossett	Voluntary Surrender		November 10, 2016
Stevens	Diana Gwen Canada	Waldron	Voluntary Surrender		October 17, 2016
Stigall	Chandra Ann Polite	Hensley	Voluntary Surrender		November 4, 2016

continued on page 26



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# Disciplinary Actions

# NOVEMBER 2016

Continued from page 25

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Thompson Travis L.	L052546	Springdale	Probationary Status Removed		November 15, 2016
Walsh Amy Lynn	R065156	Malvern	Letter of Reprimand	(a)(6)	November 1, 2016
Watkins Teneidra Antionette	L054060	White Hall	Letter of Reprimand	(a)(6)	November 15, 2016
Watson Stephanie Blythe Staton	L033960	Jacksonville	Probation - 1 year	(a)(6)	November 16, 2016
Watts Melissa Dawn Thompson	L042208	Casa	Voluntary Surrender		October 31, 2016
Weiss Dianna Lynne Deaton Meserole	L031021	Amity	Reinstatement		October 17, 2016
Wells Ambra Colleen	R081214	Conway	Voluntary Surrender		November 4, 2016
West Richard Allyn	R090741	Benton	Letter of Reprimand	(a)(6)	November 1, 2016
Wetherton Sandra Kay	L043881	Pocahontas	Suspended	Letter of Reprimand	November 17, 2016
White Danielle	L058303	Hot Springs Village	Letter of Reprimand	(a)(1), (a)(2)	November 8, 2016
White Dynette Marie White Bullock	L035881	Conway	Probationary Status Removed		November 14, 2016
Wilson Ashley Marie	L055591	Cabot	Probation - 2 years	(a)(6)	November 16, 2016
Wise April Lanette Smith	R099944, L031965	Van Buren	Probationary Status Removed		November 15, 2016
Young Emily Kate	R095162	Texarkana	Probation - 3 years	(a)(6)	November 16, 2016

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# Disciplinary Actions

# JANUARY 2017

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Acree	Teri Lynn	MO PN 2006025267	Campbell, MO	CEASE & DESIST	January 4, 2017
Adams	Courtney Brooke Fuchs	R081093	Heber Springs	Voluntary Surrender	January 19, 2017
Billingsley	Jessica Leann	L055085	Lake City	Voluntary Surrender	December 7, 2016
Bradley	Chloe Cassandra Carter Moore	R076787 L044170	Clinton	Voluntary Surrender	January 17, 2017
Castongia	Rebecca K	R098320	Wynne	Voluntary Surrender	January 18, 2017
Clark	Carrie Ann	L053539	Van Buren	Letter of Reprimand	(a)(6) December 12, 2016
Clark	Shawna Jean	RN Applicant	Rogers	Probation - 3 years	(a)(2) January 18, 2017
Combs	Kristina Marie Smith	R097420	Ft. Smith	Probation - 1 year	(a)(6) January 18, 2017
Corp	Joni Diane	R097963, L052589	Lincoln	Probation - 3 years	(a)(6) January 18, 2017
Crow	Shawn Eric	R091081	North Little Rock	Probation - 1 year	(a)(2), (a)(6) January 18, 2017
Curran	Keith Allen	R068934	McAlester	Suspension - 10 years	(a)(1), (a)(2), (a)(4), (a)(6), (a)(7), (a)(9) January 18, 2017
Curtis III	William Earl	L027571	Keystone Heights, FL	Suspended	(a)(6), (a)(7) January 18, 2017
Darling	Holly Ann Burnett Darling Reid Merriman	L042940	Jonesboro	Probation - 3 years	(a)(2), (a)(4), (a)(6), (a)(9) January 18, 2017
Davis	Joseph Readus	R080022	Hot Springs	Probation - 2 years	(a)(2), (a)(4), (a)(6) January 18, 2017
Davis	Beverly Renee Matthews	R080157	Redfield	Probation - 2 years	(a)(6), (a)(9) January 18, 2017
Davis	Daniel	R096188, L054186	Conway	Probation - 1 year	(a)(6) January 18, 2017
Dixon	Scotta Paisley	R085996, L039032	North Little Rock	Probation Status Removed	January 12, 2017
Gibbs	Brooklynn Shaye	L056039	Fort Smith	Suspended - 2 years	(a)(6) January 18, 2017
Greene	Maria E	R092135	Little Rock	Letter of Reprimand	(a)(2), (a)(6) December 30, 2016
Griffin	Theresa K. Seymore	R054308	St. Joe	Probation - 1 year	(a)(2), (a)(6) January 18, 2017
Hamilton	Margie Theresa	R032467	Fort Smith	Probation Status Removed	January 12, 2017
Haywood	Angela Lee	R087686	Springdale	Probation - 2 years	(a)(6) January 18, 2017
Hickey	Darlene Marie Weir	L034960	Russellville	Probation - 1 year	(a)(6) January 18, 2017
Hickman	Miriam Heather Whitlow	L044496	Jonesboro	Voluntary Surrender	December 19, 2016
Johnson	Carolyn Jane Orr	L029338	Hot Springs	Probation - 2 years	(a)(1), (a)(6), (a)(7) January 18, 2017
Jones	Carrah Marie Jones Bauer	R082991	Bryant	Voluntary Surrender	December 7, 2016
Kelley	Courtney Nicole Arnold	L055113	Bigelow	Suspended	Letter of Reprimand January 18, 2017
Knight	Regina Denise Mosley Crossland	R030440, L011285	Cammack Village	Reinstated to Probation - 3 years	December 20, 2016
Laird	Adam Brant	R067250	Mena	Probation Status Removed	January 12, 2017
Larson	Elizabeth Anne Trusty Isch Howard Rowe	R062710	Ozark	Probation - 3 years	(a)(4), (a)(6), (a)(9) January 18, 2017
Loomis	Karen Jayne McKay Loomis McKay	A003415, R052635, L030168, PAC 3391	Pine Bluff	Probation - 5 years; Surrendered - APRN and PAC 2 years	(a)(4), (a)(6) January 18, 2017
Lyon	Laura Alison	004671, A004956, R102694	North Little Rock	Letter of Reprimand	(a)(1), (a)(2) December 6, 2016
Martin	Tracey A. Day	L041264 (expired)	Batesville	Reinstated to Probation - 1 year	December 6, 2016
McClard	Dawnal Sue	R091251	Pearcy	Probation - 2 years	(a)(6) January 19, 2017
McConathy	Christina Inez	L036062	Mountainburg	Probation - 1 year	(a)(1), (a)(2), (a)(6) January 18, 2017
Milner	John H.	R083287	Flippin	Probation - 1 year	(a)(2), (a)(4), (a)(6) January 18, 2017

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# Disciplinary Actions

# JANUARY 2017

Continued from page 27

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Minton	Susanna Rink	L043468	Walnut Ridge	Letter of Reprimand	(a)(6) November 17, 2016
Mundy	Brenda Colene Gilbreth	L019134	Barling	Probation Status Removed	November 21, 2016
Naegle	Rebecca Dawn	R078253	Little Rock	Probation - 2 years	(a)(4), (a)(6) January 18, 2017
Oden	Tracey Lynette Oden Parks	R070588	Siloam Springs	Reinstated to Probation - 3 years	December 20, 2016
Pierce	Julie Carol Shores	R067125	Pearcy	Voluntary Surrender	December 19, 2016
Pillow	Tracy Michelle Anderson Jones	R063570	Forrest City	Letter of Reprimand	(a)(6) January 4, 2017
Pollitzer	Kathryn Elizabeth	R062613	Little Rock	Probation - 1 year	(a)(6) January 18, 2017
Rector	Carl Lee	L056089	Mountain View	Probation Status Removed	January 12, 2017
Reed	Deanna Carol	R088313	Cabot	Probation Status Removed	January 12, 2017
Riser	Lindsay Deanna Womack	R094112	Atkins	Voluntary Surrender	December 7, 2016
Rylee	Christi Lynn Smith	L040310	Springdale	Probation - 1 year	(a)(1), (a)(2), (a)(6) January 18, 2017
Schwanda	Nicole Lorraine Monett	R089721	Cabot	Probation - 3 years	(a)(4), (a)(6) January 18, 2017
Siler	Rusty Aaron	PN Applicant	Maumelle	Probation - 1 year	(a)(2), (a)(4) January 18, 2017
Simpson	Donna Ann Roller Price	R068222	Clarksville, TN	Voluntary Surrender	December 19, 2016
Skillern	Daniel	RN Applicant	Little Rock	Probation - 1 year	(a)(2), (a)(4) January 18, 2017
Smith	Cynthia LeeCottrell Schulz Turner	L039758	Van Buren	Letter of Reprimand	(a)(6) December 30, 2016
Smith	Jessica Nanette	L047702	Malvern	Revocation	January 18, 2017
Smith	Murriah Jean	L056808	Alexander	Revocation	(a)(6), Letter of Reprimand January 18, 2017
Spence	Sheril L.	R091251	Marshall	1 year	(a)(6) January 19, 2017
Staggs	Deborah L. Wright Kelley Ashley	R071273	Marion	Probation - 1 1/2 years	(a)(6) January 18, 2017
Steed	Donna Kay Kovalck	R053075, L028122	Van Buren	Probation Status Removed	January 12, 2017
Steinmetz	Karen Denise	L050709	McCrary	Probation - 1 year	(a)(4), (a)(6) January 18, 2017
Stewart	Cecily Lauren Zamora	R099335	Brinkley	Probation - 1 year	(a)(6) January 18, 2017
Stewart	Lei Sheree	L053650	Texarkana	Voluntary Surrender	November 28, 2016
Stinnett	Carly Elizabeth Jeter	L040908	Hugo, OK	Voluntary Surrender	January 18, 2017
Suttles	Amy Jeane Matthes	L045180	Vilonia	Suspended - 2 years	Terms of Probation January 18, 2017
Taylor	Angela Michelle Austin	L045413	Mablevale	Probation - 1 year	(a)(6) January 18, 2017
Toler	Danny Byron	R067972, L036506	Sherwood	Probation Status Removed	December 20, 2016
Vallery	Samuel Todd	R096678	Conway	Probation - 3 years	(a)(4), (a)(6) January 18, 2017
Waldrup	James Derrick	L049993	Warren	Probation - 1 year	(a)(2), (a)(6) January 18, 2017
Walker	Grace Elizabeth	R049894, L017742	Paris	Letter of Reprimand	(a)(6) January 13, 2017
Washam	Kimberly Michelle Vestal	L033452	Bald Knob	Probation - 2 years	Terms and Conditions of Probation January 18, 2017
Watson	Stephanie Blythe Staton	L033960	Jacksonville	Voluntary Surrender	December 19, 2016
Webber	Kristie Dawn Gomez	AR-RTP-018458	Mannford, OK	CEASE & DESIST	January 4, 2017
West	Debra Charlene Moss Taylor	P001115, A001288, R038144	DeWitt	Probation Status Removed	January 12, 2017
Wilbanks	Charles Junior	RN Applicant	North Little Rock	Probation - 1 year	(a)(2) January 18, 2017

NAME		LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Williams	Roberta Louise Murphy Hayes	L025684	Huntington	Voluntary Surrender		January 18, 2017
Winters	Dana Lindsey	PN Applicant	Black Rock	Probation - 1 year	(a)(2), (a)(4)	January 18, 2017
Wood	Carol Lorene Allinder	R019456	Salisaw, OK	Voluntary Surrender		December 19, 2016
Wray	Sarah	R091759	El Dorado	Suspended - 2 years	Terms of Probation	January 18, 2017
Wright	Christopher William	R079218	N. Little Rock	Voluntary Surrender		November 28, 2016
Young	Brenda Lee Young Hobbs Jackson	R087640, L043029	Dierks	Probation Status Removed		December 6, 2016



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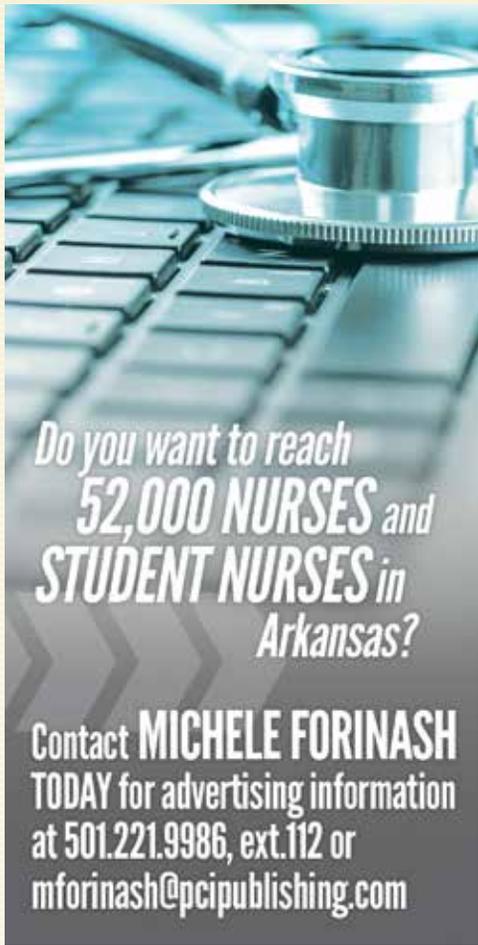
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