How do I verify nursing license information?

Discipline 101: What is an unencumbered license?

Renewal fees: What do I get for my money?

Don't miss it!
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.

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.
Executive Director’s Message

SUE A. TEDFORD, MNSc, APRN

The Enhanced Nurse Licensure Compact

Arkansas passed legislation for the Nurse Licensure Compact in 1999, and it was enacted in 2000. The Nurse Licensure Compact not only benefits the nurse with increased mobility to practice, but it also increases access to care for patients. The nursing profession has led the way in compact licensure, and several other health care professions are now moving forward with licensure compacts.

One of the big changes to the compact for Arkansas nurses is the implementation of the Uniform Licensure Requirements (ULRs). Nurses with an active Arkansas multistate license on July 20, 2017, were grandfathered in with a multistate license and did not have to meet the ULRs. However, all new licensees since that time are required to meet the ULRs in order to have a multistate license.

The Uniform Licensure Requirements are:

- Meets Arkansas’ requirements for licensure
- Graduation from Board approved nursing program
- International applicants — independent credentials review agency
- English proficiency exam if English is not primary language
- Passed NCLEX® or predecessor
- Eligible for or holds active unencumbered license
- Biometric criminal records check
- No felony conviction
- Misdemeanors related to nursing are considered case-by-case
- No current discipline or participation in alternative program
- Valid Social Security number

The ULRs that will affect Arkansas licensees the most are the two related to convictions. If a new licensee has any type of felony conviction or a misdemeanor related to the practice of nursing they are only eligible for a single state license which is valid in Arkansas only.

If a nurse who was grandfathered in from the original compact obtains a felony conviction or a misdemeanor related to the practice of nursing they will lose their multistate privileges and only be eligible for a single state license.

A couple of things to remember:

- You must have a license or privilege to practice in the state in which you practice. That is an easy concept when you are working in a brick and mortar facility — it is where you go to work every day. However, if you practice telephonically or electronically, your practice is the state where your patient is located. Therefore, if you call a patient in another state and offer nursing advice you must be licensed in the state where the patient resides. Another common example is distance education. Faculty teaching students in other states must be licensed in the state where the student resides.
- While a nurse is under disciplinary orders, which restrict the ability to practice, the nursing license is a single state license. Upon completion of the disciplinary order, you must meet the ULRs in order to be reinstated to a multistate license.

Every issue of the ASBN Update for the past year has had information about the compact and its effect on nursing practice in Arkansas. Please go back and read this information so you have a clear understanding of the changes. For a current map of the compact states and other valuable information, go to the ASBN website and click on the compact tab.
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 7.5 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)
Happy New Year! I cannot believe we are two months into 2018 already! I hope you had a wonderful holiday season and were able to spend some time with family and friends.

In December, I had the honor of speaking at ASU-Mountain Home’s pinning and graduation ceremony for their registered and practical nursing students. It was a beautiful event, and it is always nice to see the excitement on the faces of the graduates and the pride of their family members.

After being asked to speak to the graduates, I thought about what I wanted to say. What would be important for these new graduates to hear as they enter the nursing profession? As I contemplated on what I was going to say, I knew it was important to me that I spoke directly to the graduates. I decided to discuss the important roles of a nurse — the nurse as a professional, a collaborative leader, an innovator and as an advocate. I will share a little of what I shared with them.

THE PROFESSIONAL

Nurses were voted the most trusted profession for the 16th consecutive year in 2017! As a matter of fact, nurses have received this honor since they were added to the poll in 1999, with the exception of 2001, when firefighters received the honor following 9/11. It is vital that we understand how our profession is perceived, as a professional. People look at nurses as a nurse twenty-four hours a day, 7 days a week. It is important that you not only grow professionally, but also personally. That is a huge responsibility. It is important to continue to seek learning opportunities, serve our communities and be the role models that youth look to when deciding their career path.

THE COLLABORATIVE LEADER

What nurse believes they are solely capable of caring for their patient? Hopefully, no one. It is vital that we work as a team with other healthcare disciplines for the good of the patient. Without physicians, pharmacists, respiratory therapists, phlebotomists, nurse aides, radiologic technologists, housekeeping, and on and on, we could not do our job. It is vital that we work with one another and nursing can lead the way in this collaborative effort, but equally as important is the collaboration amongst our own profession. Nurses must stop eating their young and work to make the novice nurse a pro — train them to be better than we are, smarter than we are, more skilled than we are. I mean, after all, they will be taking care of us or our family members one day!
THE INNOVATOR

This is a role that nurses don’t often think is their role. However, we are the ones on the front line, and we see what does and does not work when caring for our patients. What if there’s a better way to do a procedure, a problem with a piece of equipment, an idea that makes caring for our patients safer? Who better than the nurse to speak up and lead the way in making the change. Be a change agent. Don’t ever think, well I’m just the nurse. Nurses change the world every day.

THE ADVOCATE

This is one you have heard over and over. We are the patients’ advocate — their voice. That’s important, but just as important is being an advocate for our profession. There are over 53,000 licensed nurses in our state. Can you imagine the voice we would have if everyone got involved in our profession? Join your professional organizations; serve on boards, like this one, but also others, including hospital boards, insurance boards and school boards. Talk to your representatives about what is needed in healthcare and in nursing. Vote for the individuals that know, or are at least interested in learning about what issues are occurring in nursing, like nurse-patient ratios and safe practice. Run for office!

These are not the only roles nurses play, but four that I thought needed to be expounded upon, not only for the novice nurse, but for us seasoned ones as well. I’ll leave you with one of my favorite nursing quotes by Carolyn Jarvis, “The character of the nurse is as important as the knowledge one possesses.” Here’s to a wonderful and productive 2018!
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
www.arsbn.org

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

ADMINISTRATION
Sue A. Tedford,
MNSc, APRN
ASBN Executive Director
Fred Knight
ASBN General Counsel

Mary Trentham, MNSc,
MBA, APRN-BC
Attorney Specialist
Susan Lester, Executive Assistant to the Director

ACCOUNTING
Darla Erickson, CPA
Administrative Services Manager
Gail Bengal
Fiscal Support Specialist
Andrea McCuilen
Administrative Specialist II
Chandler Sullivan
Administrative Specialist II

ADVANCED PRACTICE
Debra Garrett,
DNP, APRN
ASBN Program Coordinator
Ellen Harwell
Licensing Coordinator

DISCIPLINE & PRACTICE
Lisa Wootten,
MPH, BSN, RN
ASBN Assistant Director
Jim Potter, ASBN Regulatory Board Chief Investigator
Corrie Edge
Legal Support Specialist
Debra Fletcher
Legal Support Specialist
Stephanie Johnsen
Administrative Analyst
Patty Smith
Legal Support Specialist

EDUCATION & LICENSING
Karen McCumpsey,
MNSc, RN, CNE
ASBN Assistant Director
Tammy Claussen,
MSN, RN, CNE
ASBN Program Coordinator

ACCOUNTING
Darla Erickson, CPA
Administrative Services Manager
Gail Bengal
Fiscal Support Specialist
Andrea McCuilen
Administrative Specialist II
Chandler Sullivan
Administrative Specialist II

ADVANCED PRACTICE
Debra Garrett,
DNP, APRN
ASBN Program Coordinator
Ellen Harwell
Licensing Coordinator

DISCIPLINE & PRACTICE
Lisa Wootten,
MPH, BSN, RN
ASBN Assistant Director
Jim Potter, ASBN Regulatory Board Chief Investigator
Corrie Edge
Legal Support Specialist
Debra Fletcher
Legal Support Specialist
Stephanie Johnsen
Administrative Analyst
Patty Smith
Legal Support Specialist

EDUCATION & LICENSING
Karen McCumpsey,
MNSc, RN, CNE
ASBN Assistant Director
Tammy Claussen,
MSN, RN, CNE
ASBN Program Coordinator

INFORMATION TECHNOLOGY
LouAnn Walker
Public Information Coordinator
Albert Williams
Information Systems Coordinator
Susan Moore
Computer Operator

MORE THAN HEALTHCARE, Correct Care Solutions.

WHO WE ARE
CCS is a national public healthcare leader caring for underserved patients in correctional settings, psychiatric hospitals and residential treatment facilities.

Opportunities for:

Licensed Practical Nurses
Full-time and Part-time and PRN Positions Available!
Across many Arkansas Facilities

Comprehensive Benefits • 401K • Tuition Reimbursement
Competitive Compensation • So Much More...

CALL TODAY OR APPLY ONLINE
Chris Phillips (615) 844-5513 or email CAPhills@CorrectCareSolutions.com
ccs.careers

STAFF DIRECTORY

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

ADMINISTRATION
Sue A. Tedford,
MNSc, APRN
ASBN Executive Director
Fred Knight
ASBN General Counsel

Mary Trentham, MNSc,
MBA, APRN-BC
Attorney Specialist
Susan Lester, Executive Assistant to the Director

ACCOUNTING
Darla Erickson, CPA
Administrative Services Manager
Gail Bengal
Fiscal Support Specialist
Andrea McCuilen
Administrative Specialist II
Chandler Sullivan
Administrative Specialist II

ADVANCED PRACTICE
Debra Garrett,
DNP, APRN
ASBN Program Coordinator
Ellen Harwell
Licensing Coordinator

DISCIPLINE & PRACTICE
Lisa Wooten,
MPH, BSN, RN
ASBN Assistant Director
Jim Potter, ASBN Regulatory Board Chief Investigator
Corrie Edge
Legal Support Specialist
Debra Fletcher
Legal Support Specialist
Stephanie Johnsen
Administrative Analyst
Patty Smith
Legal Support Specialist

EDUCATION & LICENSING
Karen McCumpsey,
MNSc, RN, CNE
ASBN Assistant Director
Tammy Claussen,
MSN, RN, CNE
ASBN Program Coordinator

INFORMATION TECHNOLOGY
LouAnn Walker
Public Information Coordinator
Albert Williams
Information Systems Coordinator
Susan Moore
Computer Operator

BOARD DATES

2018

April 11 ............... Hearings
April 12 ............... Hearings
May 9 .......... Board Strategic Planning
May 10 ........ Business Meeting
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

Win Prizes! TVs! Scholarships! Scrubs! MUCH More! See p.28 for details.
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

President Ramonda Housh presided over the hearings on January 10 and the business meeting held on January 11. Highlights of Board actions are as follows:

- Granted Continued Full Approval to:
  - Associate of Applied Science in Nursing Program at the University of Arkansas Monticello until the year 2022
  - National Park College Practical Nurse Program until the year 2022
  - Southeast Arkansas College Practical Nurse Program until the year 2022
  - University of Arkansas at Fort Smith Baccalaureate in Nursing Degree Program until the year 2022
- Approved Southern Arkansas University Tech Practical Nursing Program’s curriculum revision effective immediately
- Granted Pre-requisite Approval to the Southern Arkansas University Tech LPN/Paramedic to RN Associate of Science Degree in Nursing Program
- Accepted the letter of voluntary closure and teach-out plan for the Southeast Arkansas College Generic RN Track and LPN/Paramedic to RN Track effective May 2018
- Accepted the 2017 NCLEX® low pass rate responses and reports for the following programs:
  - Arkansas State University Mountain Home—PN (First Year)
  - Arkansas State University Mountain Home—ADN (First Year)
  - Baptist Health College, Little Rock—ADN (First Year)
  - JRMC School of Nursing—ADN (First Year)
  - Southeast Arkansas College—ADN (Three Years)
  - Southern Arkansas University—BSN (First Year)
  - Baptist Health College, Little Rock—Diploma
  - JRMC School of Nursing—Diploma
  - Southern Arkansas University—ADN
  - University of Arkansas at Pine Bluff—BSN
- Continued the disbursement of funds from the Faith A. Fields Nursing Loan Program for the 2018 Spring Semester, as follows:

  **Educator Applicants:**
  1. $1,500.00 payable to the American Sentinel University on behalf of Ashley Murdock
  2. $1,500.00 payable to the Arkansas Technical University on behalf of Ashley Ball
  3. $1,500.00 payable to the American Sentinel on behalf of Elizabeth Riley

  **Practice Applicants:**
  1. $1,200.00 payable to Northwest Tech on behalf of Amanda Burton
  2. $1,200.00 payable to University of Central Arkansas on behalf of Emily Luck
  3. $600.00 payable to University of Arkansas in Little Rock on behalf of Amanda Harwell

- The recipients for the Jill S. Hasley Scholarship Loan are listed as follows:
  **Educator Applicant:**
  1. $3,000.00 payable to the University of Arkansas in Fayetteville on behalf of Susan Ferguson

  **Practice Applicant:**
  1. $600.00 payable to University of Arkansas in Little Rock on behalf of Wesley Smith
Gov. Asa Hutchinson recently appointed two new members to the Arkansas State Board of Nursing. The new members are:

Neldia Dycus, of Cabot, is a registered nurse and works at the Arkansas Department of Health as the Central Region Director. Previously, she practiced at Baptist Medical Center as a staff nurse for labor and delivery and ICU, and as a chief nurse at St. Anthony CHI and St. Vincent North CHI. She earned a nursing diploma from the Baptist School of Health, a bachelor’s degree from the University of Arkansas at Little Rock and master degrees in health services administration and human resource development from Webster University. Dycus also has a post-graduate certificate in public health from University of Arkansas for Medical Sciences. When asked why she wanted to serve on the Board, she said, “I have been interested in serving on the board for many years. I see it as a way to contribute to my profession and to give back to the nursing community.” Dycus is married to Dennis Dycus and has one daughter, two stepsons and six grandchildren. Her hobbies include drawing, writing and reading. Dycus is a nursing diploma representative on the Board and replaces Karen Holcomb.

Rachel Sims, of Little Rock, is a registered nurse and fills an at-large position on the Board which can be filled by a registered nurse or licensed practical nurse. She earned her bachelor degrees in nursing and dietetics from University of Central Arkansas, and is certified from the American Society for Aesthetic Plastic Surgery. Sims also has certifications in Advanced Injection Training and Advanced Laser Resurfacing Certified and works at Little Rock Plastic Surgery. Previously, she worked at Conway Regional Medical Center. Sims stated, “I want to represent my field of nursing to make positive changes to ensure patient safety. In 2017, Sims was named as AY's (About You magazine) Best Healthcare Professional. In her spare time, she enjoys running. She replaces Terri Imus on the Board.

ABOUT ARKANSAS STATE BOARD OF NURSING

The Arkansas State Board of Nursing, comprised of 13 Arkansas residents appointed by the Governor, was established by the Arkansas Legislature in 1913 to safeguard the life and health of its citizens, and achieves its mission by developing standards for safe nursing care, approval of nursing schools and regulating licenses to practice nursing.
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

11501 Financial Centre Parkway
Little Rock, Arkansas 72211
501.223.3322 | 800.880.3322

PinnaclePointeHospital.com

TRICARE® Certified
Arkansas Medicaid’s new Medicaid Management Information System (MMIS) — the automated system used to process Medicaid claims — is up and running. Providers are now able to access the new portal to submit all types of claims — institutional, professional and dental.

The new MMIS gives you the ability to:
• attach supporting documentation for faster payment, thus reducing the need to submit paper claims.
• verify eligibility.
• retrieve remittance advices that will stay in the new portal for up to seven years.
• state requested prior authorizations.
• send secure correspondence.
• upload claims.
• download reports and files.

Many providers registered early for the portal and were ready to start working with the new MMIS once the portal went live in November 2017.

AFMC provided 40 training workshops in 19 different Arkansas cities to introduce providers to the new MMIS and to train them how to use the new health care portal. In addition, AFMC held refresher workshops and webinars for providers that missed any trainings.

**PROVIDER ELECTRONIC SOLUTIONS (PES) SOFTWARE**

In addition to the new MMIS, the Provider Electronic Solutions (PES) software continues to be available. A new submitter ID, called Trading Partner ID (TP ID) that replaces the MC ID, is required with the new version 2.25. Providers are still able to submit claims in a batch.

Since the launch of the new MMIS, we have experienced a few problems. DXC Technology (formerly Hewlett Packard Enterprise) is constantly working to correct these issues. AFMC and DXC Technology held three webinars to address problems and encouraged providers to ask questions. The webinar is posted on the Frontline website under training materials.

Providers who continue to have problems should first access the Frontline website at [www.medicaid.state.ar.us](http://www.medicaid.state.ar.us) to see immediate notifications. Updates on issues and resolutions are posted daily.

**CHANGES IN BILLING**

You may experience changes in how you bill using the new MMIS. The Frontline website includes a billing matters section that addresses these changes.

The website also includes job aids to assist you. These are step-by-step instructions on how to submit a claim, check claim status and eligibility, treatment history and much more. Visit [www.medicaid.state.ar.us](http://www.medicaid.state.ar.us) to view the job aids, webinars and the Frontline website.

**CHANGES IN PROVIDER RELATIONS**

The new system includes changes in your provider relations team. AFMC has a new MMIS provider outreach team to provide support to providers and their staff. AFMC’s support includes MMIS workshops, virtual trainings, webinars and on-site visits for billing and policy issues.

AFMC’s MMIS provider outreach team includes Becky Andrews, MMIS manager; Andrea Rowlett-Allen, supervisor; Karen Young, trainer; and nine outreach specialists. To find the outreach specialist for your area visit [www.afmc.org/mmis](http://www.afmc.org/mmis).

Providers’ first point-of-contact for general questions or billing issues should always be the provider assistance center (PAC) at DXC Technology, phone toll free at 800-457-4454. For escalated issues, providers may call or email their outreach specialist at their regional mailbox to schedule a virtual or on-site visit.
How Do I Verify Nursing License Information?

The public, licensees, nursing employers and other state boards or organizations can obtain verification of licensure information to confirm if an individual holds a current, valid nursing license in Arkansas.

In order to verify a nursing license access www.arsbn.org and click on the License Verification link under other Online Services.

The following options are available for verification of an Arkansas nursing license:

1. Nursys® Nurses’ verification. The Nursys licensure and disciplinary database is the repository of data provided directly from the Arkansas State Board of Nursing. Nursys is primary source verification equivalent and provides licensure verification and discipline status instantly. Arkansas’s repository of data for registered nurses, licensed practical nurses and advanced practice registered nurses is provided directly to Nursys, thus facilitating an employer’s ability to make informed employment decisions. In addition to license verification, a license can be viewed for disciplinary status, including any discipline regarding privilege to practice in a Nurse Licensure Compact state. For participating states, go to www.nursys.com. If the original state of nurse licensure is not a Nursys® participant, contact the original state licensing board. NOTE: To verify, medication assistant-certified, Arkansas RNP and LPTN licenses, you must access the ASBN Registry Search.

   Access and view or download discipline documents as applicable.

2. ASBN Registry Search. Go to https://www.ark.org/arsbn/statuswatch/index.php/nurse/search/new. The data is updated daily and may be used as primary source verification. License cards do not list an expiration date and are not considered validation of current licensure.

For the

Mover-upper

Taking courses designed with flexibility in mind

RN to BSN, MSN and DNP

online.uark.edu/nursing

The Bachelor of Science in Nursing degree program, the Master of Science in Nursing degree program and the Doctor of Nursing Practice degree program at the University of Arkansas Eleanor Mann School of Nursing are accredited by the Commission on Collegiate Nursing Education (One Dupont Circle NW, Suite 530, Washington, DC, 2002 887-6791)
I recently received a call from a nurse who was renewing her license. She wanted to know what she gets for her money. Some people have the misconception that Arkansas State Board of Nursing (ASBN) is an advocate for the nurse, much like AARP offers benefits and discounts to seniors. However, this is not the role ASBN serves. Although the ASBN is an agency concerned with the nursing profession, it is a regulatory agency serving the public, not an association serving the individual nurse’s interest. The Board’s mission is to “protect the public and act as their advocate by effectively regulating the practice of nursing.”

The board carries out the following responsibilities in the interest of public protection:

1. Cause the prosecution of persons violating the Nurse Practice Act
2. Employ personnel necessary for carrying out its' functions
3. Study, review, develop and recommend role levels of technical classes of nursing service and practice to state and federal health agencies and to public and private administrative bodies
4. Prescribe minimum standards and approve curricula for educational programs preparing persons for licensure as registered nurses, advanced practice registered nurses, registered nurse practitioners, licensed practical nurses, licensed psychiatric technician nurses and preparing persons for certification as medication assistants
5. Provide for surveys of such programs at such times as it deems necessary, or at the request of the schools
6. Approve programs that meet the requirements of the law
7. Deny or withdraw approval from educational programs for failure to meet prescribed standards
8. Examine, certify and renew the certifications of qualified applicants for medication assistants
9. Examine, license and renew the licenses of duly qualified applicants for professional nursing, practical nursing, and psychiatric technician nursing
10. License and renew the licenses of qualified applicants for registered nurse practitioner and advanced practice nursing
11. Grant certificates of prescriptive authority to qualified advanced practice registered nurses
12. Convene an advisory committee as provided for in the law to assist with oversight of prescriptive authority and medication assistants, and
13. Conduct disciplinary proceedings as provided for in the law.

There are currently over 53,000 licenses issued by the Board. There are associations that you may choose to join which do advocate specifically for the nurse. Although this is not the role of ASBN, each nurse is also a member of the public. Regulating the practice of nursing not only benefits the public, but also the profession as a whole by maintaining a level of competence in the licensees. So… in a way, this does benefit the nurse individually as being associated with one of the most respected professions is a pretty impressive benefit in itself.
Be a Champion for Children!

NOW HIRING SURGICAL NURSES

Surgical nurses at Arkansas Children’s Hospital experience:

- A focus on safety for employees, patients and families
- Coordinated and collaborative teamwork that provides the highest level of surgical care
- Compassionate care for patients of all ages and acuity levels undergoing an intervention
- A team that strives for excellence in the perioperative environment

Come work with a team recognized internationally for excellence in patient care. To view current job openings, visit archchildrens.org/careers.

We champion children by making them better today and healthier tomorrow.
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. One means of regulating the practice of nursing is to monitor nursing practice. This is accomplished through employers, patients, patient family members, co-workers, nursing school instructors, the press and other public members. Nurses are held to very high ethical standards by their professional associations, licensing agencies and the people they provide care.

Board staff is often asked about what it means to have a nurse’s license disciplined. By definition, an unencumbered license is a license that is free of disciplinary limitations (Arkansas State Board of Nursing Rules, Amended, January 1, 2018). An encumbrance on a license means a revocation or suspension of, or any limitation on, the full and unrestricted practice of nursing imposed by a licensing board (Nurse Licensure Compact, Approved May 4, 2015, Special Delegate Assembly, National Council State Boards of Nursing).

If a license is encumbered, the nurse’s practice may be limited and under Board Order subject to monitoring, unless the license is revoked. In Arkansas, revocation of a nursing license is permanent and the nurse may not ever hold a nursing license or practice as a nurse again.

When a license is currently encumbered and the nurse is under Board monitoring, the nurse must disclose to all employers who may want to hire her or him as a nurse that the nursing license is under Board Order. Board Orders and other final disciplinary documents may be reviewed at NURSYS.com.

The Board Order generally lists stipulations in which the nurse must comply. Examples of stipulations may include licensure suspension followed by probation or a requirement to appear before the Board before reinstatement to probation, a civil penalty, restrictions to the nurse’s practice setting, drug screening, support group meetings, or course work. A nurse holding an encumbered license may not be able to attend nursing school. The schools, not the Board of Nursing, define admission and attendance restrictions. Until the nurse completes Board monitoring and the nursing license is unrestricted, the nurse may not return to school to complete the desired nursing degree.

When an employer verifies the nurse’s licensure, a license that is currently under investigation or an encumbered license will have a flag indicator by the license. This signals to the potential employer to discuss with the nurse the nature of the flag. A nurse’s license may also be flagged because of past discipline. Once the nurse has completed the Board Ordered stipulations and the nurse is cleared from monitoring, the flag remains as notice that the nurse has been disciplined in the past.

A nurse who has completed all stipulations of a disciplinary action and that action is cleared, the license is no longer considered encumbered and the nurse may return to the full and unrestricted practice of nursing. Remember, an unencumbered license is a license that is free of disciplinary limitations.

**DISCIPLINE 101**

**WHAT IS AN UNENCUMBERED LICENSE?**

Mary Trentham, MNSc, MBA, APRN-BC

ASBN Attorney Specialist
Arkansas State Board of Nursing (ASBN) has completed revisions to Chapter 4 Rules. The updated Rules may be viewed at www.arsbn.org by looking under the Laws and Rules tab. Chapter 4 of ASBN Rules is dedicated to the practice of the Advanced Practice Registered Nurse (APRN). APRNs are responsible for integrating these rules into their practice.

ASBN Rules, Chapter 4, Section VI, B. 5. a-i, incorporates Act 372 of 2017, which authorizes the APRN to sign the following official documents:
A. Certification of disability for patients to receive disabled parking permits or placards from the Office of Motor Vehicle;
B. Sports physicals to authorize student athletes to participate in athletic activities;
C. Physicals for bus drivers;
D. Forms relating to do-not-resuscitate orders;
E. Forms excusing a potential jury member due to an illness;
F. Death certificate;
G. Workers’ compensation forms;
H. Forms relating to absenteeism for employment or school purposes; and
I. Authorizations for durable medical equipment.

Please be aware that this does not expand one’s scope of practice.

ASBN Rules, Chapter 4, Section VIII, D. 3. b-c, states:

b. The APRN shall not prescribe hydrocodone combination products for acute pain in excess of seven (7) days.
c. The APRN shall not prescribe Schedule II controlled substances for his or her own use or for the use of his or her immediate family.

ASBN Rules, Chapter 4, Section VIII, K. 1-4 incorporates Act 820 which is an Act to amend the Prescription Drug Monitoring Program (PDMP) and mandate prescribers to check the PDMP when prescribing certain medications. It states:

1. APRNs may delegate access to the Prescription Drug Monitoring Program (PDMP) for running requested reports to no more than two licensed nurses under his or her supervision or employment at each practice location.
2. APRNs with prescriptive authority shall review PDMP report from the Prescription Drug Monitoring Program prior to prescribing:
a. An opioid from Schedule II or Schedule III every time prescribing the medication to a patient; and
b. A benzodiazepine medication for the first time and every six (6) months thereafter prescribing for a patient.
3. Review of the PDMP report shall be documented in the patient’s medical record.
4. Mandatory checking of the PDMP does not apply when prescribing a controlled substance to a patient:
a. Immediately before or during surgery; or
b. During recovery from surgery while in a healthcare facility; or
c. In a healthcare facility; or
d. When necessary to treat a patient in an emergency situation at the scene of an emergency, in a licensed ground ambulance, or in the intensive care unit of a licensed hospital; or
e. In palliative care or hospice; or
f. In a licensed nursing home facility; or
g. In situations in which the PDMP is not accessible due to technological or electrical failure.

It is imperative that you sign up for the PDMP if you have prescriptive authority and hold a DEA certificate.

ASBN Rules, Chapter 4, Section XIII, describes the minimum standards for establishing a patient relationship, and Section XIV, A, B-11, identifies the rules related to Telemedicine.
LPNs
Now accepting applications for LPN/RN for all shifts

Apply in person at Nursing & Rehab@Good Shepherd
3001 Aldersgate Rd. LR.
501-217-9774
EOE

SAVE THE DATE!
Join Us for Our 35th Anniversary
ASNA School Nurse Conference
June 10–12, 2018 • Benton Event Center
Pre-Conference NO COST: Stop the Bleed

Arkansas School Nurses Association
Affiliate of ANA

Spend your days helping children
Every Child Deserves a School Nurse
When making reservations, make sure to ask for the ASNA block of rooms

SAVE THE DATE!
NASN2018 National Association of School Nurses
50th Annual Conference
Power of the Past, Force of the Future
Baltimore Marriott Waterfront Hotel
June 26–July 3, 2018
Register for conference online at: www.arsn.com

Nursing Board Issues?
Call an attorney with Nursing Board experience...
Darren O’Quinn
800-455-0581
www.DarrenOQuinn.com

The Law Offices of Darren O’Quinn
36 Rahling Circle, Suite 4
Little Rock, AR 72223

Our Nurses Have Great Job Satisfaction at UAMS!
Are you looking for competitive salaries AND a satisfying work/life balance for nursing?

UAMS offers low nurse-to-patient ratios:
• 1:2 (ICU)
• 1:5 (Med/Surg)

UAMS was recently ranked in the top 5 best hospitals for nurses to work for in the state of Arkansas!*

Call 501-686-5691, ext. 1., or Apply Now at nurses.uams.edu.

*Results of a 2017 survey of nurses from 72 Arkansas hospitals by nurses.org

Follow us on Facebook & Twitter @ThinkNurse!
The Nurse Licensure Compact (NLC) continues to expand across the United States. At the time this article was written, 29 states have passed legislation to join the NLC. The two newest states, New Mexico and Colorado, joined January 19, 2018. Currently, there is pending legislation in seven other states with the expectation that several of those states will pass their legislation within the next few weeks. The goal is for all 50 states to become a member of the NLC. For a current map of the NLC states, go to www.nursecompact.com.

Several of the U.S. territories are also exploring the possibility of joining the NLC. Sue Tedford, ASBN Executive Director and Chair of the NLC Commission, along with Jim Puente, NLC Director and Rick Masters, Legal Counsel, visited the islands of Hawaii and Guam to meet with the Boards of Nursing, legislators, nurse leaders and practicing nurses to discuss the benefits of being a member of the NLC. There is tremendous interest from everyone. Imagine a travel nurse assignment to the beautiful islands!
Explore Your Path to a Career in Nursing at ATU

Gain the knowledge and skills you need for a rich and fulfilling career in the nursing field.

Arkansas Tech University offers:
- Bachelor of Science and Master of Science in nursing programs available on the Russellville campus.
- RN to BSN online program available for registered nurses.

Learn more at:
- (479) 968-0383
- www.atu.edu/nursing
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 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, 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.

### JANUARY 2018

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE #</th>
<th>CITY</th>
<th>ACTION</th>
<th>VIOLATION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baillie Joseph G F</td>
<td>R040371</td>
<td>North Little Rock</td>
<td>Letter of Reprimand</td>
<td>(a)(1)</td>
<td>December 18, 2017</td>
</tr>
<tr>
<td>Baker Christopher Cody</td>
<td>R081756</td>
<td>Benton</td>
<td>Voluntary Surrender</td>
<td></td>
<td>November 21, 2017</td>
</tr>
<tr>
<td>Barber-Lowery Tara Anne</td>
<td>R072238</td>
<td>Jacksonville</td>
<td>Letter of Reprimand</td>
<td>(a)(6), Rules</td>
<td>December 4, 2017</td>
</tr>
<tr>
<td>Barrow Debra Denise</td>
<td>R033690, L017944</td>
<td>Bryant</td>
<td>Probation - 2 years</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Baser Karen Rebecca</td>
<td>R088182, L045461</td>
<td>Maumelle</td>
<td>Probation - 2 years</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Battles Natalie</td>
<td>R102208</td>
<td>Russellville</td>
<td>Letter of Reprimand</td>
<td>(a)(2), Rules</td>
<td>December 8, 2017</td>
</tr>
<tr>
<td>Beck Betty L. Leopoulos Burr James</td>
<td>R031570</td>
<td>Little Rock</td>
<td>Reinstatement to Probation - 2 years</td>
<td></td>
<td>November 30, 2017</td>
</tr>
<tr>
<td>Bramlett Paige Lamar Stewart</td>
<td>R063779</td>
<td>Little Rock</td>
<td>Voluntary Surrender</td>
<td></td>
<td>December 7, 2017</td>
</tr>
<tr>
<td>Brigance Aimee Karessa Farrar</td>
<td>R088016</td>
<td>Fort Smith</td>
<td>Voluntary Surrender</td>
<td></td>
<td>November 14, 2017</td>
</tr>
<tr>
<td>Ceola Steven Derek</td>
<td>C001037, R034362, P000945, L017934</td>
<td>Lowell</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 16, 2017</td>
</tr>
<tr>
<td>Chaloupka Sharon Denise Alford</td>
<td>L025080</td>
<td>Beebe</td>
<td>Probation - 1 year</td>
<td>(a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Clayton James Wesley</td>
<td>R094492</td>
<td>Floral</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 16, 2017</td>
</tr>
<tr>
<td>Collins April Renee</td>
<td>R103532, L055182</td>
<td>Hot Springs</td>
<td>Letter of Reprimand</td>
<td>(a)(1), (a)(6), Rules</td>
<td>December 22, 2017</td>
</tr>
<tr>
<td>Cook Lauren Michelle</td>
<td>R095230</td>
<td>Cordova, TN</td>
<td>Voluntary Surrender</td>
<td></td>
<td>January 5, 2018</td>
</tr>
<tr>
<td>Daniel Ryan Andrew</td>
<td>R077813</td>
<td>Malvern</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 16, 2017</td>
</tr>
<tr>
<td>Desonie Nancy Susan Isch</td>
<td>R044280</td>
<td>Conway</td>
<td>Probation - 1 year</td>
<td>(a)(6), (a)(8) and (a)(9)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Doty Brandon Kyle</td>
<td>R090965</td>
<td>Jonesboro</td>
<td>Probation - 4 years</td>
<td>(a)(4), (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Drew Jennifer Dianne Turner</td>
<td>L047457</td>
<td>Jonesboro</td>
<td>Letter of Reprimand</td>
<td>(a)(6), Rules</td>
<td>December 8, 2017</td>
</tr>
<tr>
<td>Dutton Kathryn Rae</td>
<td>R088389</td>
<td>Fayetteville</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 16, 2017</td>
</tr>
<tr>
<td>Edwards Rebecca Nicole May</td>
<td>R082680, L043068</td>
<td>Trumann</td>
<td>Letter of Reprimand</td>
<td>(a)(6)</td>
<td>December 4, 2017</td>
</tr>
<tr>
<td>Farmer Alexis Suzanne</td>
<td>R092246</td>
<td>Harrison</td>
<td>Probation - 2 years</td>
<td>(a)(4), (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Felton Elisa Catherine Collie</td>
<td>R089254</td>
<td>Dover</td>
<td>Suspended - 2 years</td>
<td>(a)(5), (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Fitzgerald Lorene</td>
<td>L049396</td>
<td>Little Rock</td>
<td>Voluntary Surrender</td>
<td></td>
<td>December 15, 2017</td>
</tr>
<tr>
<td>Fogle Gypsy Gail Jackson</td>
<td>R020806</td>
<td>Little Rock</td>
<td>Probation Status Removed</td>
<td></td>
<td>January 3, 2018</td>
</tr>
<tr>
<td>Freeman Patricia Marie</td>
<td>R072460</td>
<td>Jacksonville</td>
<td>Voluntary Surrender</td>
<td></td>
<td>October 31, 2017</td>
</tr>
<tr>
<td>Godwin Sarah Elizabeth Ball</td>
<td>L041172</td>
<td>Ozark</td>
<td>Letter of Reprimand</td>
<td>(a)(1), Rules</td>
<td>December 8, 2017</td>
</tr>
</tbody>
</table>

### Save the Date!

- **Nursing Expo** • Sat., April 7, 2018 • See p. 28 for more info!
## Disciplinary Actions

### JANUARY 2018

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE #</th>
<th>CITY</th>
<th>ACTION</th>
<th>VIOLATION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gore Jennifer Christine Johnson Goodner Hughes</td>
<td>L029855</td>
<td>Little Rock</td>
<td>Voluntary Surrender</td>
<td>November 9, 2017</td>
<td></td>
</tr>
<tr>
<td>Hale Meredith Ann Goodner Hughes</td>
<td>R090080</td>
<td>Benton</td>
<td>Suspension - 3 months</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Hull Candace Elaine Johnson</td>
<td>L054990</td>
<td>North Little Rock</td>
<td>Voluntary Surrender</td>
<td>December 31, 2017</td>
<td></td>
</tr>
<tr>
<td>Hall Tammy Hammond</td>
<td>R017844</td>
<td>Jonesboro</td>
<td>Voluntary Surrender</td>
<td>November 19, 2017</td>
<td></td>
</tr>
<tr>
<td>Harris Kizzie Takeka Hunter Guylle Coulter</td>
<td>R068046</td>
<td>Delight</td>
<td>Probation Status Removed</td>
<td>January 3, 2018</td>
<td></td>
</tr>
<tr>
<td>Hathorn Teresa Ann</td>
<td>L054448</td>
<td>Hamburg</td>
<td>Reinstatement</td>
<td>December 13, 2017</td>
<td></td>
</tr>
<tr>
<td>Hattabaugh Brandon B.</td>
<td>R102713</td>
<td>Ft. Smith</td>
<td>Probation Status Removed</td>
<td>November 15, 2017</td>
<td></td>
</tr>
<tr>
<td>Hazelwood Brittany Nicole Hazelwood McCoy</td>
<td>R092239, L047936</td>
<td>El Dorado</td>
<td>Probation - 2 years</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Henthome Tamela Leeannette Thompson Henthome Barnes</td>
<td>L042071</td>
<td>Benton</td>
<td>Letter of Reprimand</td>
<td>(a)(6), (a)(9)</td>
<td>November 30, 2017</td>
</tr>
<tr>
<td>Hickey Katrisha L.</td>
<td>R070568</td>
<td>Helena</td>
<td>Probation Status Removed</td>
<td>November 16, 2017</td>
<td></td>
</tr>
<tr>
<td>Higgins Diana Ruth Poe</td>
<td>L026155</td>
<td>Valley Springs</td>
<td>Voluntary Surrender</td>
<td>November 19, 2017</td>
<td></td>
</tr>
<tr>
<td>Higgins Jewel Janice</td>
<td>L057818</td>
<td>Hot Springs</td>
<td>Probation - 2 years</td>
<td>(a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Hobbs Chaundell Renae Montague</td>
<td>R074536</td>
<td>Benton</td>
<td>Probation - 2 years</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Hood Stormy Nell</td>
<td>R051817</td>
<td>Cabot</td>
<td>Probation Status Removed</td>
<td>November 16, 2017</td>
<td></td>
</tr>
</tbody>
</table>

**continued on page 24**
### Disciplinary Actions

**JANUARY 2018**

Continued from page 23

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE #</th>
<th>CITY</th>
<th>ACTION</th>
<th>VIOLATION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hopson Christa M.</td>
<td>R097318</td>
<td>North Little Rock</td>
<td>Probation - 1 year</td>
<td>(a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Howard Rachel Ann Kilgore Arnold</td>
<td>R095426, L052177</td>
<td>Amity</td>
<td>Probation - 2 years</td>
<td>Terms and Conditions of Probation, (a)(4)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Jones Alicia Dawn Holliday</td>
<td>R093203</td>
<td>Batesville</td>
<td>Suspension - 3 months</td>
<td>(a)(4), (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Jordan Jeremy Edward</td>
<td>R082939</td>
<td>Omaha</td>
<td>Probation - 3 years</td>
<td>(a)(2), (a)(4), and (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Kee Denita Dianne Wilson</td>
<td>R072206, L038640</td>
<td>Hazen</td>
<td>Letter of Reprimand</td>
<td>(a)(2), Rules</td>
<td>December 8, 2017</td>
</tr>
<tr>
<td>Land Sandra Diane</td>
<td>R079136</td>
<td>Batesville</td>
<td>Probation Status Removed</td>
<td>Rules</td>
<td>November 15, 2017</td>
</tr>
<tr>
<td>Leach Deborah Marilyn</td>
<td>A005437, R054465</td>
<td>Mountain Home</td>
<td>Letter of Reprimand</td>
<td>(a)(1), (a)(2), Rules</td>
<td>January 9, 2018</td>
</tr>
<tr>
<td>Loetscher Kandace Lyn Scobery</td>
<td>R085389</td>
<td>Rison</td>
<td>Suspension - 6 months</td>
<td>(a)(4), (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Love Ann Karen Tenhaken Flanders</td>
<td>R045029, L020898</td>
<td>Little Rock</td>
<td>Probation - 2 years</td>
<td>(a)(4), (a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>McCarty Harry Douglas</td>
<td>R035359</td>
<td>Benton</td>
<td>Suspension - 6 months</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>McClanahan Michael</td>
<td>R091597</td>
<td>Alexander</td>
<td>Suspension - 3 months</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>McCurdy Kim Ann</td>
<td>R028823</td>
<td>El Dorado</td>
<td>Probation - 1 year</td>
<td>(a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Miesner Hayley Dee Haney</td>
<td>L038695</td>
<td>Charleston</td>
<td>Voluntary Surrender</td>
<td></td>
<td>December 6, 2017</td>
</tr>
</tbody>
</table>

continued on page 25
## Disciplinary Actions

### JANUARY 2018

*Continued from page 24*

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE #</th>
<th>CITY</th>
<th>ACTION</th>
<th>VIOLATION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mizell Sarah Nicole Grant</td>
<td>R080981 L046114</td>
<td>Benton</td>
<td>Probation Status Removed</td>
<td></td>
<td>January 3, 2018</td>
</tr>
<tr>
<td>Morrison Terry LaVeille</td>
<td>L058352</td>
<td>Fayetteville</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 15, 2017</td>
</tr>
<tr>
<td>Naucke Sally Houston</td>
<td>P000827, R030516</td>
<td>Little Rock</td>
<td>Probation - 2 years Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
<td></td>
</tr>
<tr>
<td>Nephew Kimberly Diane</td>
<td>L045137</td>
<td>Batesville</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 15, 2017</td>
</tr>
<tr>
<td>Nestler Angela Sue</td>
<td>L047033</td>
<td>Colcord, OK</td>
<td>Letter of Reprimand (a)(2), (a)(6), Rules</td>
<td></td>
<td>January 2, 2018</td>
</tr>
<tr>
<td>Page Melissa Lee</td>
<td>L047800</td>
<td>Springdale</td>
<td>Probation - 3 years (a)(4), (a)(6)</td>
<td></td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Perrin Jordan Matthew</td>
<td>L056616</td>
<td>Brookland</td>
<td>Voluntary Surrender</td>
<td></td>
<td>November 16, 2017</td>
</tr>
<tr>
<td>Perry Vallyn Nicole</td>
<td>R082820</td>
<td>Little Rock</td>
<td>Probation - 2 years (a)(6), (a)(8)</td>
<td></td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Pool Julie Renee Thompson</td>
<td>R065274</td>
<td>Benton</td>
<td>Probation - 2 years (a)(4), (a)(6)</td>
<td></td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Power Denitia Lynn Lumsden</td>
<td>R080641</td>
<td>Rison</td>
<td>Probation - 2 years (a)(6)</td>
<td></td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Ray Amy Jo</td>
<td>R068992</td>
<td>White Hall</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 15, 2017</td>
</tr>
<tr>
<td>Reed Connor Jones</td>
<td>L056696</td>
<td>Huntsville</td>
<td>Voluntary Surrender</td>
<td></td>
<td>December 28, 2017</td>
</tr>
<tr>
<td>Robinson Sierra Noelle</td>
<td>R096273</td>
<td>Eureka Springs</td>
<td>Voluntary Surrender</td>
<td></td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Rogers Doris Jean</td>
<td>L027090</td>
<td>Van Buren</td>
<td>Letter of Reprimand (a)(6), Rules</td>
<td></td>
<td>December 8, 2017</td>
</tr>
<tr>
<td>Rose Monet Larish</td>
<td>L054656</td>
<td>Marvell</td>
<td>Reinstatement</td>
<td></td>
<td>December 27, 2017</td>
</tr>
<tr>
<td>Russell Amber</td>
<td>R105880</td>
<td>Russellville</td>
<td>Probation - 1 year (a)(4)</td>
<td></td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Scott Toshia Marie</td>
<td>R098314</td>
<td>Bella Vista</td>
<td>Voluntary Surrender</td>
<td></td>
<td>December 7, 2017</td>
</tr>
</tbody>
</table>

*Continued from page 26*

---

**Be part of something big.**

**$10,000 sign-on bonus and relocation package available for experienced RNs.***

Be part of a rapidly growing, locally owned and operated, not-for-profit organization dedicated to the health and wellness of eastern Oklahoma. As Oklahoma’s largest healthcare provider, we invite you to experience a personally and professionally fulfilling career on the cutting edge of quality and technology.

For more information, please call 918-502-8300 or toll-free 800-888-9553. To view our current openings, please visit saintfrancis.com/nursing.

---

**Saint Francis Health System**
6600 South Yale Avenue, Suite 1100
Tulsa, Oklahoma 74136
saintfrancis.com/nursing

Follow us on LinkedIn.

*Applies to registered nurses in select patient units with at least two years of nursing experience. Two-year work commitment required. EOE/M/F/Vet/Disabled*
## Disciplinary Actions

Continued from page 25

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE #</th>
<th>CITY</th>
<th>ACTION</th>
<th>VIOLATION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shew David Paul</td>
<td>R080367</td>
<td>Fayetteville</td>
<td>Voluntary Surrender</td>
<td></td>
<td>November 27, 2017</td>
</tr>
<tr>
<td>Small Jeffrey</td>
<td>TNRN21848</td>
<td>Knoxville, TN</td>
<td>Cease and Desist</td>
<td>(a)(6)</td>
<td>December 4, 2017</td>
</tr>
<tr>
<td>Smith Douglas</td>
<td>Applicant</td>
<td>Muncie, IN</td>
<td>Cease and Desist</td>
<td>(a)(1)</td>
<td>December 14, 2017</td>
</tr>
<tr>
<td>Smith Kimberly</td>
<td>R097543, L054091</td>
<td>Melbourne</td>
<td>Probation Status Removed</td>
<td></td>
<td>November 15, 2017</td>
</tr>
<tr>
<td>Strack Kelli</td>
<td>R088945</td>
<td>Conway</td>
<td>Probation - 1 year</td>
<td>(a)(6)</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Tabe Tammy Sue</td>
<td>L050364</td>
<td>Hot Springs</td>
<td>Probation - 3 years</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Thaxton Chris</td>
<td>L051118</td>
<td>Van Buren</td>
<td>Letter of Reprimand</td>
<td>(a)(2), Rules</td>
<td>December 8, 2017</td>
</tr>
<tr>
<td>Thigpin Brett</td>
<td>R074434</td>
<td>Texarkana</td>
<td>Probation Status Removed</td>
<td></td>
<td>January 8, 2018</td>
</tr>
<tr>
<td>Treadway</td>
<td>L050707</td>
<td>Trumann</td>
<td>Voluntary Surrender</td>
<td></td>
<td>November 14, 2017</td>
</tr>
<tr>
<td>Waldrup James</td>
<td>L049993</td>
<td>Warren</td>
<td>Probation - 1 year</td>
<td>Terms and Conditions of Probation</td>
<td>January 10, 2018</td>
</tr>
<tr>
<td>Wardlaw Hollie</td>
<td>L049810</td>
<td>Hermitage</td>
<td>Voluntary Surrender</td>
<td></td>
<td>November 30, 2017</td>
</tr>
<tr>
<td>Whitaker Heather</td>
<td>L045043</td>
<td>Delaware</td>
<td>Letter of Reprimand</td>
<td>(a)(9)</td>
<td>December 19, 2017</td>
</tr>
</tbody>
</table>

---

**RN to BSN and LPN to RN**

**Now accepting applications — Complete in 1 year**

LPN to RN includes one year (May to May) of lecture and clinical-based courses, which prepares you for the NCLEX-RN. Current RNs can complete an online Bachelor of Science in nursing while working full time.

**Apply now to advance your career**

ualr.edu/nursing  •  501-569-8070

---

**Save the Date! • Nursing Expo • Sat., April 7, 2018 • See p. 28 for more info!**

501.686.2700
Ad Space Reserved
FREE EVENT!

NURSING EXPO

APRIL 7, 2018

EMPLOYMENT EDUCATION

RESERVE YOUR SPONSORSHIP OR BOOTH TODAY!

THE LARGEST NURSING EXPO EVER!
SATURDAY, APRIL 7, 2018 • 9 A.M. – 3 P.M.
JACK STEPHENS CENTER • UALR CAMPUS • Little Rock

The largest gathering of hospitals, allied health care professionals, and schools ever in one place!

COME SEE WHO’S ATTENDING!

Ar Care
Arkansas Children’s Hospital
Arkansas Democrat Gazette
Arkansas Heart Hospital
Arkansas Hospice
Arkansas Regional Organ Recovery Agency
Arkansas Surgical Hospital
Arkansas Tech University
ASBN
ASU College of Nursing Jonesboro
Baptist Health
Central Arkansas Veterans Healthcare
Chamberlain College of Nursing

Chi St. Vincent
Community Health Centers of AR
Conway Regional Health System
Correct Care Solutions
Crye-Leike Realtors/Ibbotson-Dick
Edward Jones
Farm Bureau
Genita Health Services
Grace Christian Academy
Henderson State University
Hospice Home Care
Hyla Systems
I AM Gosha

Infinity Scrubs
JMMC
Landmark Apartments
LRBNA
Medlin Staffing
Mercy Hospital
National Foundation for Transplants
North Arkansas Regional Medical Center
Phillips Community College
Pinnacle Pointe Hospital
Practice Plus
Publishing Concepts Inc
Pulaski Technical College

Residence Inn by Marriott
Scrub Runner LLC
Suzanne Yee
The Law offices of Lisa Douglas
Total Life Changes
Turn Key Health Clinics
UALR Department of Nursing
UAMS
UCA
Unity Health
Valley Behavioral Health System
Vantage Point NWA
Westrock Coffee Company

PRESENTED BY:

PUBLISHING CONCEPTS, INC.

CO-SPONSORED BY:

Contact Suzanne Ramsel at 800.561.4686, ext. 101 or sramsel@pcipublishing.com
For the first time ever, on April 7, 2018, Publishing Concepts will be celebrating these events in conjunction with our Nursing Expo at the Jack Stephens Event Center. This will include all nominees with a special ceremony within the Expo Center.

This change in venue will enable Publishing Concepts to showcase our nominees and winners with a FREE ADMISSION EVENT that will incorporate family and friends to help celebrate the honor.

**2018 NOMINEES**

(As of 03.02.18)

<table>
<thead>
<tr>
<th>Aldridge, Tamietra L.</th>
<th>RN</th>
<th>CAVHS4300 W. 7th St. LR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bailey, Gayla</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Bedwell, Karen</td>
<td>RN</td>
<td>CHI St. Vincent (ICU)</td>
</tr>
<tr>
<td>Bray, Kahalihiuula</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Bruce, Kim</td>
<td>RN</td>
<td>CHI St. Vincent (pool)</td>
</tr>
<tr>
<td>Carter, Jacquelyn</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Chmura, Sheila</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Clement, Cynthia</td>
<td>RN</td>
<td>CHI St. Vincent (CVSD)</td>
</tr>
<tr>
<td>Crook, Alengo</td>
<td>RN</td>
<td>CHI St. Vincent (ICU)</td>
</tr>
<tr>
<td>Cullins, Corry</td>
<td>RN</td>
<td>CHI St. Vincent (4NW)</td>
</tr>
<tr>
<td>Fine, Tierry</td>
<td>RN</td>
<td>CHI St. Vincent (CVSD)</td>
</tr>
<tr>
<td>Fisher, Ashley</td>
<td>RN</td>
<td>CHI St. Vincent (4W)</td>
</tr>
<tr>
<td>Fletcher, Andrea</td>
<td>RN</td>
<td>UAMS</td>
</tr>
<tr>
<td>Freeman, Aaron</td>
<td>RN</td>
<td>CHI St. Vincent</td>
</tr>
<tr>
<td>Gates, Amanda</td>
<td>RN</td>
<td>CHI St. Vincent (4W)</td>
</tr>
<tr>
<td>Goode, Katherine</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Graham, Candice</td>
<td>RN</td>
<td>CHI St. Vincent North</td>
</tr>
<tr>
<td>Hickman, Angelia</td>
<td>LPN</td>
<td>UAMS</td>
</tr>
<tr>
<td>Hill, Lashond</td>
<td>PN/RN/CNP</td>
<td>Enhanced Health Care</td>
</tr>
<tr>
<td>Howell, Robin</td>
<td>RN</td>
<td>Ar. Heart Hospital</td>
</tr>
<tr>
<td>James, Susan</td>
<td>RN</td>
<td>CHI St. Vincent North</td>
</tr>
<tr>
<td>Johnson, Carla House-</td>
<td>RN</td>
<td>VA</td>
</tr>
<tr>
<td>King, Sue</td>
<td>LPN</td>
<td>Great River Family Clinic</td>
</tr>
<tr>
<td>Kuntz, Angela</td>
<td>RN</td>
<td>CHI St. Vincent (ICU)</td>
</tr>
<tr>
<td>Kuntz, Christopher</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Lantz, Chelsea</td>
<td>RN</td>
<td>CHI St. Vincent North</td>
</tr>
<tr>
<td>McCallum, Gretchen</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>McKeller, Shanna</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Mobly, Harold (Blaise)</td>
<td>RN</td>
<td>CHI St. Vincent</td>
</tr>
<tr>
<td>Muhammad, Rickesha</td>
<td>RN</td>
<td>CHI St. Vincent (2E)</td>
</tr>
<tr>
<td>Pablo, Happy</td>
<td>RN</td>
<td>CHI St. Vincent (CCU)</td>
</tr>
<tr>
<td>Plyler, Anna Kathleen</td>
<td>RN</td>
<td>CHI St. Vincent (2E)</td>
</tr>
<tr>
<td>Ragland, Selby</td>
<td>RN</td>
<td>CHI St. Vincent</td>
</tr>
<tr>
<td>Saulsbury, Sarah</td>
<td>RN</td>
<td>CAVHS-Eldorado CBOC</td>
</tr>
<tr>
<td>Sampeck, Ashley</td>
<td>RN</td>
<td>CHI St. Vincent</td>
</tr>
<tr>
<td>Steele, Courtney</td>
<td>RN</td>
<td>VA</td>
</tr>
<tr>
<td>Strickland, Amy</td>
<td>RN</td>
<td>CHI St. Vincent (CVSD)</td>
</tr>
<tr>
<td>Tatum, Sherri</td>
<td>RN</td>
<td>Central Ar. VA</td>
</tr>
<tr>
<td>Taylor, Stephanie</td>
<td>RN</td>
<td>Kindred Hospice</td>
</tr>
<tr>
<td>Thompson, Stephanie</td>
<td>APRN</td>
<td>Baptist Health Family Clinic</td>
</tr>
<tr>
<td>Vail, Dylan</td>
<td>RN</td>
<td>CHI St. Vincent</td>
</tr>
<tr>
<td>Wood, Annalisa</td>
<td>MSPT</td>
<td>Baptist Rehab</td>
</tr>
<tr>
<td>Wren, Sarah</td>
<td>RN</td>
<td>CHI St. Vincent (4W)</td>
</tr>
</tbody>
</table>
Ad Space Reserved (River Chase)

Teresa Waters
Owner/Staffing Specialist
900 Shackleford Road, Ste. 300
Little Rock, AR 72211

Phone: 501-978-1032
Fax: 888-682-4507
teresa-waters@sbcglobal.net
www.idealstaffinginc.net

Do you want to reach 52,000 NURSES and STUDENT NURSES in Arkansas?

Contact MICHELE FORINASH TODAY for advertising information at 501.221.9986, ext.112 or mforinash@pci-publishing.com

77% of Littles reported doing better in school because of their Big. One-to-one mentoring works. Even big change starts with something little. Support kids in your community at BigBrothersBigSisters.org

Save the environment. Start keeping kids in science class.
IT’S BEEN NEARLY SIX MONTHS WITHOUT ANY BIG SMILES. FOR EITHER OF YOU.

No big, joyful smiles is one early sign of autism. Learn the others today at autismspeaks.org/signs. Early diagnosis can make a lifetime of difference.
Nursing Opportunities... Closer To Home

Quality, compassion and skill – these attributes make up the foundation of a strong healthcare facility, and they can be experienced every day at Jefferson Regional Medical Center in Pine Bluff. We understand the unique needs of local patients, and strive to be their primary resource for healthcare services.

**Why Should You Work at JRMC?**

- Employer-Paid CPR, PALS, NRP & CLSA
- Competitive Pay
- Flexible Staffing
- Generous Benefits
- Tuition Reimbursement
- Additional compensation for BSN, MSN & other national certifications
- JRMC Nurse Residency, a six-month program providing clinical and classroom information for newly graduated nurses.
- Potential bonuses of $8k-$12. Call Nursing Recruiter Gigi Flory at 870-541-7774 or at florigi@jrmc.org

**JRMC School of Nursing**

If you’re interested in earning an Associate of Applied Science degree in Nursing, call the JRMC School of Nursing at 870-541-7858.

**The DAISY Award**

Congratulations to JRMC’s most recent recipient of the DAISY Award for Extraordinary Nurses!

Kaitlyn West, RN