



Arkansas Department of Health

Arkansas State Board of Nursing
1123 S. University Ave., #800 • Little Rock, Arkansas 72204 • (501) 686-2700 • Fax (501) 686-2714
Governor Asa Hutchinson
José R. Romero, MD, Secretary of Health
Sue A. Tedford, MNSc, APRN, Director

BOARD MEETING MINUTES

- TIME AND PLACE:** May 11, 2022
Board Conference Room
- MEMBERS PRESENT:** Lance Lindow, RN; Neldia Dycus, BS, MHSM, MHRD, RN; Janice Ivers, MSN, RN, CNE; Stacie Hipp, APRN, MSN; Jasper Fultz, LPN; Melanie Garner, LPN, CLC; Ramonda Housh, MNSc, APRN, CNP, C-PNP
- MEMBERS ABSENT:**
- STAFF ATTENDING AT VARIOUS TIMES:** Sue A. Tedford, Director, MNSc, APRN
David Dawson, JD, General Counsel
Ashley Fisher, Attorney Specialist
Lisa Wooten, Assistant Director, MPH, BSN, RN
Shannon McKinney, Assistant Director, DNP, APRN, WHNP-BC
Janet Simpson, MSN, RNP, RNC-MNN
Tammy Vaughn, Program Coordinator, MSN, RN, CNE
Leslie Suggs, Executive Assistant to the Director
Susan Moore, Computer Operator
Mindy Darner, Legal Support Specialist
Corrie Edge, Administrative Analyst
Lisa Mendenhall, Legal Support Specialist
- GUESTS ATTENDING:** Mary Kennebrew, Office of Attorney General

President Lance Lindow called the meeting to order at 8:30 a.m. Guests were welcomed and a flexible agenda was approved.

DISCIPLINARY HEARINGS

General Counsel, David Dawson, represented the Board. Motions reflect the decisions of the Board reached in deliberation following the hearing of each case.

Tammy Vaughn presented to the Board a motion to approve the Cossatot Community College of the University of Arkansas Associate of Applied Science degree in Registered Nursing program.

MOTION: I MOVE that the Arkansas State Board of Nursing grants prerequisite approval to the Cossatot Community College of the University of Arkansas Associate of Applied Science degree in Registered Nursing program.

Brought by Ramonda Housh and seconded by Melanie Garner.

PASSED

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Tammy Vaughn presented to the Board a motion to approve the initial Approval to the Arkansas State University Newport Licensed Practical Nurse to Registered Nurse Associate Science degree in Nursing program.

MOTION: I MOVE that the Arkansas State Board of Nursing grants initial approval to the Arkansas State University Newport Licensed Practical Nurse to Registered Nurse Associate of Applied Science degree in Nursing program.

Brought by Ramonda Housh and seconded by Melanie Garner.

PASSED

Tammy Vaughn presented to the Board a motion to approve the Arkansas State University Three Rivers Practical Nursing Program Satellite at Saline County Career Technical Campus in Benton.

MOTION: I MOVE that the Arkansas State Board of Nursing grants approval to the Arkansas State University Three Rivers Practical Nursing Program Satellite at Saline County Career Technical Campus in Benton.

Brought by Ramonda Housh and seconded by Melanie Garner.

PASSED

Tammy Vaughn presented to the Board a motion to approve the Arkansas Tech University Ozark Medication Assistant Certified (MA-C) program for a satellite campus at Methodist Village Senior Living Education Training Center in Fort Smith.

MOTION: I MOVE that the Arkansas State Board of Nursing grants Approval to the Arkansas Tech University Ozark Medication Assistant Certified (MA-C) program for a satellite campus at Methodist Village Senior Living Education Training Center in Fort Smith.

Brought by Ramonda Housh and seconded by Melanie Garner.

PASSED

TERRY MICHELLE TYLER BOREN CROUCH HARRIS, LICENSE NO. R055240 (EXPIRED), L024620 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On December 13, 2019, the Board issued a Letter of Reprimand with stipulations on Respondent's nursing license. Respondent was ordered to submit evidence of course completion within six (6) months, June 13, 2020, of the following courses: *Nurse and Professional Behaviors; Anger Management; Disciplinary Actions: What Every Nurse Should Know*; and, *From Distress to Destress with Stress Management*. Numerous requests for extensions of time to complete the required courses were granted by Board staff, through February 15, 2022. Respondent has not submitted any certificates of completion for the required courses and has quit communicating with Board staff. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t), by failing to fully comply with the terms and conditions of the Letter of Reprimand dated December 13, 2019.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **TERRY MICHELLE TYLER BOREN CROUCH HARRIS, LICENSE NO. R055240 (EXPIRED), L024620 (EXPIRED)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and the ASBN *Rules*, Chapter 7, Section IV, (A)(6)(t) and the Boards suspend the license and privilege to practice nursing until the terms of their Letter of Reprimand are met:

Brought by Janice Ivers and seconded by Stacie Hipp.

PASSED

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Ashley Fisher, the Board's attorney, presented consent agreements that had been entered into since the last meeting. Following discussion of each individual agreement, the following motion was passed:

MOTION: I MOVE that the Arkansas State Board of Nursing ratify the following Consent Agreements:

- Breckenridge, Jodi Deshea Garrison, R081358** (Hot Springs, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2), (a)(4), (a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(2), (A)(4) and (A)(6)(b), (c) and (p)
Probation – 3 years, reinstatement
Courses – Substance Abuse Bundle, Board-approved refresher course
Civil Penalty – \$2,250.00
- Darnell, Taya Leann Boughfman Cosey, R070538** (Fayetteville, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(4) and (A)(6)(p)
Probation – 2 years
Courses – Substance Abuse Bundle
Civil Penalty – \$1,500.00
- Donley, Allison Brooke Carter Rogers Herro, RN 123203** (Cabot, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(4), (A)(6)(p) and (t)
Probation – 2 years, non-compliant
Civil Penalty – \$1,500.00
- Hogan, John Michael, L047786** (Mexico, MO)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(6)(p)
Probation – 3 years, reinstatement
Courses – The Nurse and Professional Behaviors and Board-approved refresher course
Civil Penalty – \$2,250.00
- Holland, Britain Paige, L054077** (Alexander, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(6)(p)
Probation – 3 years, reinstatement
Courses – Substance Abuse Bundle, Board-approved refresher course
Civil Penalty – \$2,200.00
- Kinkade, Wendy Nichole Bishop, R087590, L048997** (Nashville, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2), (a)(4), (a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(2), (A)(4), (A)(6)(d)
Probation – 3 years, reinstatement
Courses – Substance Abuse Bundle and a Board-approved refresher course
- Warren, Stephanie Diann Parnell Warren, R055215** (Russellville, AR)
Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV* (A)(6)
Probation – 1 ½ years

Brought by Jasper Fultz and seconded by Janice Ivers.

PASSED

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Ashley Fisher, the Board's attorney, presented consent agreements that had been entered into since the last meeting. Following discussion of each individual agreement, the following motion was passed:

Gamble, Jennifer Marie Johnson, R105418

(Alexander, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6), *Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(b), (c) and (e)*

Probation – 1 year

Courses – Documentation for Nurses

Civil Penalty – \$750.00

Brought by Stacie Hipp and seconded by Janice Ivers.

PASSED

Sue Tedford discussed the following business items with the Board:

- Changes in the Faith A. Fields Nursing Loans for the 2022 Spring Semester.
- Approval of *Rules*, Chapter 11, Full Independent Practice Credentialing Committee.
- Approval of the Board Hearing Minutes from the April 6, 2022, and April 7, 2022, Board Meetings.

After discussion, the following Motions were presented to the Board.

MOTION: I MOVE that the Arkansas State Board of Nursing distribute funds from the Faith A. Fields Nursing Loan for the 2022 Spring Semester, as follows:

Practice Applicants:

Rescind the scholarship in the amount of \$1,200.00 payable to University of Arkansas for Medical Science on behalf of Dominique Matlock.

Brought by Lance Lindow and Seconded by Stacie Hipp.

PASSED

MOTION: I MOVE that the Arkansas State Board of Nursing approve *Rules*, Chapter 11, Full Independent Practice Credentialing Committee, as written.

Brought by Lance Lindow and Seconded by Stacie Hipp.

PASSED

MOTION: I MOVE that the Arkansas State Board of Nursing approve the Board Meeting Minutes from the April 6, 2022, and April 7, 2022, Board Meetings.

Brought by Stacie Hipp and Seconded by Janice Ivers.

PASSED

The meeting recessed for lunch at 11:45 p.m. Following lunch, the Board resumed hearings.

President Lance Lindow called the meeting to order at 1:03 p.m. A flexible agenda was approved.

AMANDA DAWN CHAPMAN CLEVELAND, LICENSE NO. R089226

Respondent was present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, and Penny Summers, RN, Pharmacy Services, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads guilty to the charges. The Board received four (4) complaints regarding Respondent's employment at North Metro Medical Center. Respondent was hired by North Metro Medical Center on or about May 23, 2018. On October 25, 2018, there was a patient complaint regarding the administration of morphine. The record showed a verbal order from the physician for Patient-SW for a 4mg dose of morphine. Respondent

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documented as administered 4mg at 18:00 and 2mg at 19:00; however, there was no order for 2mg dose of morphine. Respondent indicated she had a verbal order for both the 4mg and 2mg; however, she overlooked documenting the verbal order for the 2mg dose. Respondent submitted to a reasonable cause drug screen. She indicated she would test positive for opiates; however, she had a prescription for hydrocodone. On November 1, 2018, Respondent's urinary drug screen was reported as positive for amphetamines at 1,270ng/ml, positive for opiates, morphine at 2,266ng/ml. Respondent reported that she had taken her husband's morphine and she was prescribed tizanidine. No prescription for tizanidine was provided. On November 5, 2018, Respondent's employment was terminated due to positive drug test without a prescription in her name. The termination document indicates Respondent is not eligible for re-hire. Medical records from the facility were reviewed by the Board's investigator. Eleven (11) medical records were reviewed from June 17, 2018, through October 25, 2018. During that time, there was a total of five (5) administrations of morphine for which there was no physician order and a total of 4mg of morphine that went unaccounted. Pharmacy computer printouts of all controlled substance activity, (both new and refill prescriptions), dispensed by four (4) pharmacies for Respondent from March 1, 2017, to March 1, 2019, indicate Respondent was dispensed the following prescriptions as issued by three (3) providers: Twenty-six (26) amphetamine prescriptions, which totaled one thousand five hundred ninety (1,590) tablets, last filled on February 26, 2019, Eleven (11) clonazepam prescriptions, which totaled six hundred sixty (660) tablets, last filled on February 19, 2019, Four (4) hydrocodone/APAP prescriptions, which totaled one hundred- ninety-five (195) tablets, last filled on October 25, 2018, Three (3) lorazepam prescriptions, which totaled ninety (90) tablets, last filled on May 27, 2017, Two (2) oxycodone/APAP prescriptions, which totaled twenty-seven (27) tablets, last filled on February 13, 2018, and One (1) tramadol prescription, which totaled forty (40) tablets, filled on November 18, 2018. The Board received a fifth complaint regarding Respondent's employment at UAMS. Respondent was hired by UAMS on December 3, 2018. Respondent was required to enter the Employment Assistance Program. Respondent failed to attend her monthly EAP appointment in April and May. On or about May 29, 2019, Respondent was placed on administrative leave pending the results of an investigation of narcotic discrepancies. UAMS reported that Respondent was engaging in improper narcotic wastage and documentation. The facility found a pattern of not wasting IV narcotics consistently. Evidence revealed three (3) times within five (5) shifts that there was no documentation in the patient electronic medical record that the medication was given, despite being signed out and wasted in Pyxis. 20mg of morphine was unaccounted for and 2mg of hydromorphone was unaccounted for. After the investigation by UAMS, Respondent was terminated on June 14, 2019, for gross misconduct, falsification of records and violation of UAMS policies. She is not eligible for rehire. Board staff requested that Respondent provide an addiction evaluation. After requesting an extension of time, Respondent was evaluated by George DeRoerck, MD on June 30, 2021. Dr. DeRoerck made the following recommendations: Ethics courses would be important. She alluded to procrastination and a tendency to interpret rules was noted. Limited appreciation of utilizing others' medications suggests education along these lines is needed. A medical assessment for the most effective treatment for her description of neuropathy, cubital tunnel, and back pain. The possibility that other medications or physical therapy may aid cannot be ruled out. Through this process, addressing her current level of medication possibly causing "cognitive fogging" is indicated. A period of up to at least six (6) months to resolve childhood of origin issues and how her attitudes and behaviors interfere with more effective functioning is necessary. Working on self-esteem and ego strength is indicated. In addition, dealing with logistical issues, time management and setting priorities will be necessary. Possible relationship counseling may be indicated. Consideration for close monitoring of her medications. Possible antianxiety medication in lieu of psychostimulant medication may be considered though I will defer to her prescribing physician. The concern is she is experiencing emotionally based symptoms. Monitoring of compliance via the Nursing Board is necessary. Documentation of follow up with medical issues, the need for psychostimulant medication and completion of ethics courses would be indicated. Overseeing her capacity to function over the next twelve (12) to eighteen (18) months would be judicious. Respondent was offered a Consent Agreement. Respondent provided two (2) audio files and requested a hearing before the Board.

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MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **AMANDA DAWN CHAPMAN CLEVELAND, LICENSE NO. R089226**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that Respondent's license and privilege to practice as a nurse be suspended one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$3,963.00, plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) days of receipt of this Order. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved courses: *Documentation for Nurses, Ethics in Nursing, and Arkansas Substance Abuse Bundle*. Respondent shall submit the certificates of completion via the Board approved monitoring program.
- Respondent shall attend AA/NA, or other Board approved support group meetings and shall submit quarterly reports to the Board through the Board approved monitoring program. Acceptable evidence shall consist of completion of the disciplinary form, *Aftercare Meetings Report*. Respondent shall log attendance of all support group meetings via the Board approved monitoring program.
- Respondent shall attend at least three (3) AA/NA or other Board approved support group meetings a week during the period of suspension and / or probation.
- Respondent shall obtain or continue counseling with a psychiatrist, psychologist, or other recognized mental health practitioner and shall submit the practitioner's progress report quarterly until discharged by the practitioner. Treatment shall begin within thirty (30) days of receipt of this Order.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three (3) weeks) with a controlled medication may be allowed for an acute illness or acute condition with appropriate documentation (i.e. short-term waiver, medical record documentation, etc.). Respondent shall notify Board staff within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program. Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent shall submit to observed, random drug screens. The observed drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites without a valid prescription or failure to present and provide specimen when notified. Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel

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- outside the continental U.S. requires 30 days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board.
 - Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
 - Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
 - Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
 - Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
 - Respondent shall be responsible for all costs involved in complying with the Board's Order.
 - Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
 - If you fail to comply with the terms of suspension during the monitoring period, you may not restart the monitoring period until six (6) months after the date you were determined to be noncompliant
 - Respondent shall request to the Board verification of termination of the suspension period and license reinstatement to probation via the ASBN Nurse Portal or via the Board approved monitoring program once compliance with the Board's Suspension Order is met.
 - A probation period of three (3) years shall follow the suspension period. All conditions of the suspension period regarding treatment programs, random drug screens, and abstinence shall continue through the probation period.
 - While on probation, if working as a nurse, the Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
 - Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
 - Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher education level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not be employed in critical care, in-home hospice, or home health settings.
 - Respondent shall request verification of termination of the probationary period by submitting the Reinstatement Request form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including, but not limited to, checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
 - Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not

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limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Janice Ivers and seconded by Jasper Fultz.

PASSED

NINA MARIE RICE EDWARDS ADAIR, LICENSE NO. L048240

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On January 5, 2022, the Board ratified a Probation Consent Agreement placing Respondent's LPN licensure on probation for one (1) year. Board staff sent Respondent a compliance packet by certified mail and regular mail to her last known address on file with the Board. The certified mail was returned unclaimed on February 14, 2022. The packet sent by regular mail has not been returned. Respondent failed to activate her monitoring account with Affinity, the Board approved monitoring program. Board staff attempted to reach Respondent by telephone and left a voice message to contact the Board office. Respondent later left a voice message with the Board office. When Board staff returned the call, someone answered the telephone but did not respond. Respondent has failed to activate her monitoring account or contact Board staff and remains 100% noncompliant. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t), by failing to comply with the terms and conditions of the Consent Agreement, signed by Respondent, and ratified by the Board on January 5, 2022.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **NINA MARIE RICE EDWARDS ADAIR, LICENSE NO. L048240**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6), and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t), and that Respondent's license and privilege to practice as a nurse be suspended one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$3,000.00, plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) days of receipt of this Order. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved courses: *Documentation for Nurses, Arkansas Substance Abuse Bundle, and The Nurse and Professional Behaviors*. Respondent shall submit the certificates of completion via the Board approved monitoring program.
- Respondent shall provide evidence of a comprehensive assessment for substance use disorder within thirty (30) days of receipt of this Order. Acceptable evidence shall consist of an evaluation with appropriate testing by a Board approved evaluator. Respondent shall supply a copy of the Board's Order to the evaluator. The evaluation shall contain evidence that the evaluator knows the reason for the referral. The evaluator shall specifically advise the Board that the nurse is or is not presently able to engage in the safe practice of nursing or recommend the conditions, if any, under which safe practice could occur. Respondent shall ensure the evaluator sends the report directly to the Board at ASBN.monitoring@arkansas.gov.
- Respondent shall attend AA/NA, or other Board approved support group meetings and shall submit quarterly reports to the Board through the Board approved monitoring program. Acceptable evidence shall consist of completion of the disciplinary form, *Aftercare Meetings Report*. Respondent shall log attendance of all support group meetings via the Board approved monitoring program.
- Respondent shall attend at least three (3) AA/NA or other Board approved support group meeting(s) a week during the period of suspension and / or probation.

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- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three (3) weeks) with a controlled medication may be allowed for an acute illness or acute condition with appropriate documentation (i.e. short-term waiver, medical record documentation, etc.). Respondent shall notify Board staff within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program. Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent shall submit to observed, random drug screens. The observed drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites without a valid prescription or failure to present and provide specimen when notified. Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires 30 days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- If you fail to comply with the terms of suspension during the monitoring period, you may not restart the monitoring period until six (6) months after the date you were determined to be noncompliant
- Respondent shall request to the Board verification of termination of the suspension period and license reinstatement to probation via the ASBN Nurse Portal or via the Board approved monitoring program once compliance with the Board's Suspension Order is met.

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- A probation period of three (3) years shall follow the suspension period. All conditions of the suspension period regarding treatment programs, random drug screens, and abstinence shall continue through the probation period.
- While on probation, if working as a nurse, the Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher education level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not be employed in critical care, in-home hospice, or home health settings.
- Respondent shall request verification of termination of the probationary period by submitting the Reinstatement Request form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including, but not limited to, checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Janice Ivers and seconded by Jasper Fultz.

PASSED

There being no further business, the meeting adjourned at 3:10 pm.



Lance Lindow, President



Mindy Darner, Recording Secretary



Date Approved