

ASBN Update

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April/May 2018
Volume 22 • Number 2

CELEBRATING NURSING!

MARIA "TESSIE" BELL

WINNER OF THE 2018 COMPASSIONATE
NURSE OF THE YEAR AWARD

DR. SUSAN L. GATTO

WINNER OF THE 2018 NURSE
EDUCATOR OF THE YEAR AWARD

**RECAP OF THE 2018
NURSING EXPO**

**ARKANSAS NURSE
PORTAL IS COMING
SUMMER 2018!**

Publication of the Arkansas State Board of Nursing



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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.

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 In order to continue uninterrupted delivery of this magazine, please notify the Board of any change to your name or address. Thank You.

edition 90

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The ASN Update circulation includes over 56,000 licensed nurses and student nurses in Arkansas.



Help Shape the Future of Nursing

DO YOU KNOW?

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

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

Registered Nurses (RNs)

In 2017, Arkansas had 12.61 RNs per 1,000 people which is greater than the national average of 8.84/1,000 people (U.S. Bureau of Labor Statistics, 2016; U.S. Census Bureau, 2016). There is wide variation in the ratio of RNs who reside in each county from the lowest ratio of 5.35/1,000 people in Johnson County to the highest ratio of 22.02/1,000 people in Saline County. The average ratio RNs to residents in rural counties is 10.36/1,000 versus 12.98/1,000 in urban counties.

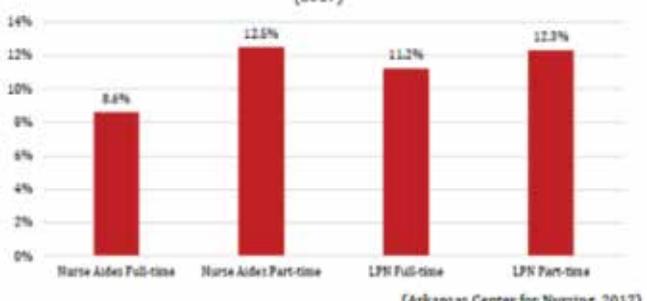
Figure 17: RNs per 1,000 people by County



Figure 43: APRNs Added to the Workforce (2010-2016)



Figure 39: Vacancy Rates in Nursing Home/Extended Care Facilities (2017)



of State Nursing Workforce Centers. The MDS allows consistent data collection and reporting across the United States.

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

The full report, along with how to become a member of ACN, can be found at www.arcenterfornursing.com. Join and help shape the future of nursing!



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College of Nursing



Progress and How It Affects You

I want to take a minute to update you on changes that have taken place since the beginning of the new year which will have an impact on you as a nurse or an employer of nurses.

LICENSURE VERIFICATION

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

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

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

ALTERNATIVE TO DISCIPLINE PROGRAM

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

1. The individual shall hold a current, active license issued by the ASBN; or
2. Be an applicant for initial licensure or for reinstatement by the ASBN; and



3. If applicable, must voluntarily place license(s) on inactive status until approved for reactivation by alternative to discipline program staff.

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

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

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

- is not eligible for licensure in the state of Arkansas.
- does not have a condition identified for which treatment is available and can reasonably expect to alleviate or significantly reduce the practice issues for which the individual was referred or seeking services.
- is unwilling or unable to abstain from potentially addicting drugs (legal or illegal), including alcohol.
- is unable to abstain from abuse potential medications unless approval for the medication is recommended

- and documented by a Board approved addiction evaluator.
- insists that program communication, either written or verbal, be filtered through an attorney.
 - undergoes an evaluation wherein substance use disorder treatment is recommended and is unable or unwilling to adhere to the evaluation recommendation. The participant may be temporarily excluded from enrollment until documentation of completion of the recommended level of treatment at a Board approved treatment facility is provided.
 - requests alternative to discipline program services and then abandons the enrollment or declines to complete the enrollment process.

If the nurse is a candidate for this program, they will work closely with the Board to meet the requirements, and upon successful completion will not have a permanent flag on their license. This program is not public, and only the Board of Nursing, other state boards of nursing, employers, and schools of nursing, if applicable, would be notified of enrollment in the program.

The purpose of this program is to ensure patient safety by immediately removing nurses with substance use/abuse issues from practice, allowing them to recover, and then re-enter practice without discipline on their license. Hopefully, this will encourage nurses to come forward and seek help, as well as assist nurses in their recovery process, returning them to work; therefore, reducing the loss of well-trained, highly educated nurses. Stay tuned for additional updates on this program.

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BOARD DATES

2018

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

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.



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

BOARD BUSINESS

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

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

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

We wish her all the best, and we hope she enjoys a happy, healthy retirement!



Debbie Jones, MNSc, RN and Fred Knight, ASBN General Counsel

Reduce Maternal Mortality and Morbidity: Arkansas' Strategy

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

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

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

ARKANSAS' STRATEGY

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

The collaborative focuses on helping hospitals implement safety bundles for two leading causes of mortality: Postpartum hemorrhage and hypertensive emergencies in pregnancy. Last year, facilities received components of both bundles, supporting literature and resource links. Each facility now has a staff mentor to guide them through the



process of identifying aspects of each safety bundle that have already been implemented, areas needing development and any implementation barriers. Regular virtual meetings assess progress and identify areas needing support.

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

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

URGENT WARNING SIGNS:

- Bleeding that is heavier than normal menstrual periods or gets worse
- Discharge, pain or redness that continues or worsens
- Feelings of sadness lasting longer than 10 days after birth
- Fever over 100.4 F
- Pain or burning when urinating
- Pain, swelling and tenderness in legs, especially calves

- Red streaks on breasts or painful lump in a breast
- Headache not helped by medicine; headache with vision changes
- Severe pain in lower stomach; nausea or vomiting
- Foul-smelling vaginal discharge

EMERGENT WARNING SIGNS:

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

When the attention is focused on the new baby, families need to understand these warning signs. It is important that they know to get the new mom to immediate medical attention if they occur.

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Successfully completing the Certified Emergency Nurse (CEN) exam is a challenge that has been completed by only a minority of emergency nurses. This two-day course is a review of emergency nursing designed to assist the participant to be successful in obtaining CEN certification. Jeff's CEN course is full of videos, pictures, pearls of wisdom, as well as motivational and humorous stories from his experience delivering healthcare throughout the third world with his nonprofit medical team Project Helping Hands.

For more information and tickets:
<https://www.eventbrite.com/e/cen-review-tickets-41410994399>

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ARKANSAS NURSE PORTAL IS COMING SUMMER 2018!



The Arkansas State Board of Nursing (ASBN) is preparing to deploy Nurse Portal in the near future. The Nurse Portal is a secure portal that enhances online access to a host of services, including submission of applications for licensure, license renewal, reinstatement and license status check. Check the ASBN website frequently for Nurse Portal availability.

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

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

Access to the Nurse Portal is at www.arsbn.org. On initial access to the Nurse Portal, you will be required to create a

new account. You will need a valid email address, and it is recommended that you use a personal email address versus a school or employment email address. If you do not have an email address, you may create one from one of the free email service providers (AOL, Google, or Yahoo).

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

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

COMING SOON

The image shows a computer monitor with a white frame. On the screen is the "Arkansas Nurse Portal" website. The header features the Arkansas State Board of Nursing logo and the text "Arkansas Nurse Portal". Below the header, there are two main sections: "Create a new account" on the left and "Already have an account?" on the right. The "Create a new account" section includes a link to "Create a new account" and a note about verification emails. The "Already have an account?" section includes fields for "Email Address" and "Password", a "Forgot your password?" link, and a "Sign in using our secure server" button. A large red banner at the bottom of the screen reads "Available Summer 2018".

ARKANSAS NURSE PORTAL

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

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

Check www.arsbn.org, ASBN Update and ASBN Facebook page for updates and implementation date



Can You Recognize Substance Abuse Disorders?



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

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

I don't think I need to tell you that the first step in solving a problem is realizing there is a problem. The media

has been very diligent in making the public aware of the opioid problem at the state and national level. Let me break it down even closer to home. One in ten nurses abuse alcohol and/or drugs, according to the American Nurses Association. Look around your workplace. How many nurses do you work with? What are the odds you work beside an impaired nurse?

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

PHYSICAL	BEHAVIORAL
Fatigue	Job performance issues
Tremors	Absence from work area for extended periods
Frequent use of mouthwash or breath mints	Frequent bathroom trips
Dilated pupils	Attendance issues — tardy, leaving early and call-ins
Runny nose	Excessive mistakes
Nausea or vomiting	Increasing isolation
Rapid weight gain or loss	Inappropriate verbal and emotional responses
Untidy appearance	Diminished alertness, confusion and memory lapses

As the ASBN Board President, Ramonda Housh, tells each group of nursing students who visit the Board, "Nurses don't wake up one morning and say—Hey, I think I will become an addict today." Most nurses are prescribed a controlled substance for a legitimate issue, become tolerant, increase the dosage and eventually become dependent. The nurse's healthcare provider eventually stops prescribing. The nurse may then turn to the workplace to supply their addiction.

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

- Documenting giving narcotics to patients who do not require them on other shifts
- Incorrect narcotic counts
- Removing multi-dose or vials with a large amount for a small dose
- Wasting large amounts of narcotics

- Failing to document wastage
- Failing to get someone to co-sign wastage
- Changes and corrections in records
- Offering to medicate patients assigned to other nurses; and
- Altered orders.

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

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

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

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

- "Understanding Substance Use Disorder in Nursing"—Developed as a companion to the video. Upon successful completion of the course, 4.0 contact hours are available.
- "Nurse Manager Guidelines for Substance Use Disorder" Upon successful completion of the course 3.0 contact hours are available.


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For Your Information



This issue of the *ASBN Update* should be very telling as to what is happening at the Arkansas State Board of Nursing. We are all working feverishly to see that the new Optimal Regulatory Board System (ORBS) database is customized for Arkansas and in place as soon as possible. This database should be very user friendly and will help with communication between the Board and the nurse as each nurse will have his/her own portal. Each nurse will be required to sign up with a personal email address and password. Work emails are discouraged.

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

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

You must also enter your graduation history from all programs. Once you enter the state where the program was located and the program type, you can utilize a drop

down menu to locate the program name. This is for undergraduate programs only. For APRNs you must also include graduate and doctoral programs. In this instance, you will select "other" as program type which will prompt you to type in the program name, street address, city, state, and zip code, along with the educational status, degree and the date of graduation.

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

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

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

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

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



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

Circle the date for next year: April 13, 2019!





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Congratulations to

MARIA "TESSIE" BELL

**on Winning
the 2018
Compassionate
Nurse of the
Year Award!**



DEAR COMMITTEE,

There is no more deserving candidate for a Compassionate Nurse award than Maria "Tessie" Bell. She is the standard for exemplary perioperative nursing practice. Although she is an amazing technical care provider, this is surpassed by her servant's heart. She has provided perioperative nursing care for over 50 years at CHI St. Vincent and improved the lives of thousands of Arkansans! Tessie cares deeply for both her patients and her co-workers. She is the first staff member to volunteer to help when there is not enough shift coverage or when a co-worker is ill, as well as always willing to donate to a struggling co-worker or supply drive for a shelter or crisis center. Tessie is a wealth of practical knowledge and shares her gifts with all who will listen. With patients, she is the calming voice that eases fears, alleviates stresses, and comforts families. Her commendable deeds have resulted in several nominations for the Sr. Teresa Joseph Babcock award for exemplifying CHI St. Vincent's Core Values (Reverence, Integrity,

Compassion & Excellence), an upcoming feature in the Arkansas Hospital Association magazine, and a 2017 Arkansas Diamond Award presented by the Arkansas Secretary of State, Mark Martin. She is one of only six people to ever receive the Diamond Award, the highest honor bestowed to an Arkansan by the Secretary of State.

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

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

Congratulations to
DR. SUSAN
L. GATTO

on Winning the
2018 Nurse Educator
of the Year Award!



DEAR COMMITTEE,

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

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

Although Dr. Gatto accepted an administrative assignment and now leads the UCA School of Nursing

as it's Director, she continues to teach undergraduate and graduate classes. She works intensely with students who struggle with testing in an effort to assure their success when they take their licensing exam. At the graduate level, Dr. Gatto teaches classes for students in the Nursing Education track to assure that we will have qualified Nurse Educators in the future.

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

Dr. Gatto's contribution as a Nurse Educator spans almost three decades. Her consistent investment in nursing students across the years and her dedication to creating a conducive learning environment for students is unmatched. Again, it is with great enthusiasm that I nominate Dr. Susan L. Gatto for this prestigious award.

Disciplinary Actions

FEBRUARY 2018

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.

NAME	LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Armstrong	Carrie Deann Gardner Carbonaro	R069266 L039455	Cabot	Voluntary Surrender	January 24, 2018
Baker	Jessica La Nelle	R105360, L041849	Hot Springs	Letter of Reprimand	(a)(1), (a)(7)
Beck	Betty L. Burr James Leopoulos	R031570, L019608	Little Rock	Voluntary Surrender	February 1, 2018
Belknap	Jeremy Cole	RN Applicant	Little Rock	Probation - 1 year	(a)(4)
Bell	Jennifer Louise Ingram	L054340	Gurdon	Letter of Reprimand	(a)(6), Rules
Biggerstaff	Edward Levi Brandon	R101978	Fort Smith	Letter of Reprimand	(a)(6), Rules
Blocker	Pamela Mae Fowler	R040792	Danville	Suspension - 2 years	(a)(4), (a)(6), (a)(9)
Boudra-Edwards	Rebecca Irene Holliday Edwards Nixon Boudra	R095594, L031989	Little Rock	Probation - 5 years	(a)(2), (a)(4), (a)(6), (a)(8), (a)(9)
Bright	Alan Justin	R088356	Harrison	Letter of Reprimand	(a)(2), Rules
Brown	Gena Denise	L057728	Camden	Letter of Reprimand	(a)(2), Rules
Burnside	Cheryl Ann Kelley	R081471	Hensley	Probation Status Removed	January 19, 2018
Calhoun	Nikki Nichole Tipton	L045826	Rose Bud	Revocation	(a)(2), (a)(4), (a)(6), (e)(28)
Clark	Cheryl Elizabeth Hussey Baldwin	L040242	Hensley	Reinstatement to Probation (3 years)	January 12, 2018
Combs	Kristina Marie	R097420	Fort Smith	Probation Status Removed	January 19, 2018
Crow	Shawn Eric	R091081, L050309	N. Little Rock	Probation Status Removed	January 31, 2018
Davis	Daniel	R096188, L054186	Seattle, WA	Probation Status Removed	January 19, 2018
Dyer	Sandra Camellia McFadden	R040920	Rudy	Letter of Reprimand	(a)(1), (a)(6), (c)(2), Rules
Faulkner	Bryan	L054817	Hot Springs	Probation - 1 year	(a)(6)
Finn	Karen Denise	L059482	Lowell	Letter of Reprimand	(a)(1), (a)(7)
Ford	Kerry Lynn Ford Cozart	R055025	Jonesboro	Probation Status Removed	January 19, 2018
Freed	Lisa Leann	R087773	Rogers	Voluntary Surrender	February 8, 2018
Gardner	Lynda Gayle	L054649	Hope	Letter of Reprimand	(a)(2), Rules
Garrett	John Taylor	R082413	Bryant	Voluntary Surrender	February 11, 2018
Garrett	Kristy Diane Youngblood Long	R071284, L038144	Benton	Probation Status Removed	January 19, 2018
Hampton	Allen	R092074	Jonesboro	Probation Status Removed	January 19, 2018
Harris	Michelle Lynn Sexton	R067853, L033592	Calico Rock	Revocation	(a)(2), (a)(6), (a)(7), (e)(28)

NAME		LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Hawkins	Joann Chantel	L059498	Bryant	Letter of Reprimand	(a)(1), (a)(2)	January 30, 2018
Hickey	Darlene Marie Weir	L034960	Russellville	Probation Status Removed		January 19, 2018
Hout	Brittney Michelle	R092238, L046184	Jonesboro	Voluntary Surrender		February 11, 2018
Ivory	Larissa Jane Michele Platz	R083183, L039545	Jacksonville	Probation Status Removed		January 19, 2018
Jones	Michael Anthony	R041072	Searcy	Voluntary Surrender		February 12, 2018
Kennigsseder	Stacy Lee	R094022	Fort Smith	Letter of Reprimand	(a)(2), Rules	February 12, 2018
King	Tamera Jo	L036586	Osgood, IN	Voluntary Surrender		February 1, 2018
Krause	Lisa Marie	R097046	Lonoke	Probation - 2 years	Terms and Conditions	February 14, 2018
Laird	Stephanee Grace	R089068	Mena	Voluntary Surrender		February 1, 2018
Lashlee	Ashley Michelle G Mosley	L053283	Searcy	Voluntary Surrender		February 1, 2018
Leflar	Ruth Esther	L044229	Fayetteville	Probation - 2 years	(a)(6)	February 15, 2018
Lilly	Amanda Carol Lilly Nosler Criss Brown Winders Lilly Nosler Parkman	R032882	Ward	Probation - 4 years	(a)(4), (a)(6)	February 14, 2018
Lyons	Stephanie Ann Griffin	R089546	Fayetteville	Suspended - 2 years	(a)(6)	February 15, 2018
Martin	Tracey A. Day	L041264	Batesville	Probation Status Removed		January 12, 2018
McConathy	Christina Inez Pense	L036062	Mountainburg	Probation Status Removed		January 19, 2018

continued on page 24

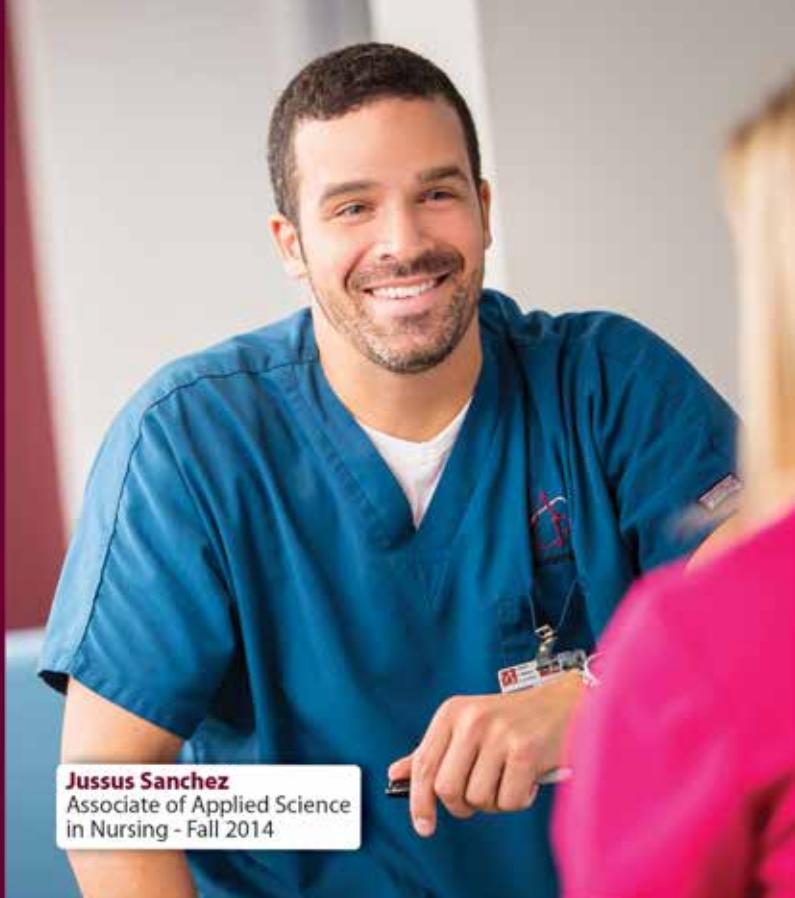
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Disciplinary Actions

FEBRUARY 2018

Continued from page 23

NAME		LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
McCool	Lucy Margaret Carney Joyner	L033547	Bentonville	Probation - 3 years	(a)(2), (a)(4), (a)(6)	February 14, 2018
Milner	John	R083287	Little Rock	Probation Status Removed		January 19, 2018
Moore	Tanja Jasmin	R072470	Cabot	Probation Status Removed		January 17, 2018
Norton	Blanche Kimberly Hartzell	R035374	Danville	Revocation	(a)(6), (a)(7)	February 15, 2018
Norvell	Sheril Lynn Spence	L053129	Marshall	Probation Status Removed		January 19, 2018
Nutter	Floyd Thomas	R077503	Rison	Probation - 1 year	(a)(1), (a)(2), (a)(6)	February 14, 2018
Perry	Mallory Lain Huitt	L053310	Sparkman	Letter of Reprimand	(a)(6), Rules	February 12, 2018
Piggee	Charlotte Evette Nelson	L022657	Nashville	Letter of Reprimand	(a)(6), Rules	February 12, 2018
Quin	Todd Christian	R082913	Little Rock	Probation - 2 years	Terms and Conditions	February 14, 2018
Rambin	Mary Catherine	R048509	Greenwood	Probation Status Removed		January 19, 2018
Ramirez	Tanya Lynne Freytag	L045238	Paragould	Revocation	(a)(2), (a)(4), (e)(28)	February 15, 2018
Ray	Melissa Lynn	R040209	Benton	Probation - 1 year	(a)(6), (a)(7)	February 14, 2018
Reynolds	Beverly Kay Haskett	R037597	DeQueen	Letter of Reprimand	(a)(6), Rules	February 12, 2018
Salazar	Mark Allen	L033096	North Little Rock	Voluntary Surrender		February 12, 2018
Siler	Rusty Aaron	R104856, L058488	Maumelle	Probation Status Removed		January 19, 2018
Skillern	Daniel	R103142	Little Rock	Probation Status Removed		January 19, 2018

continued on page 25

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Disciplinary Actions

FEBRUARY 2018

Continued from page 24

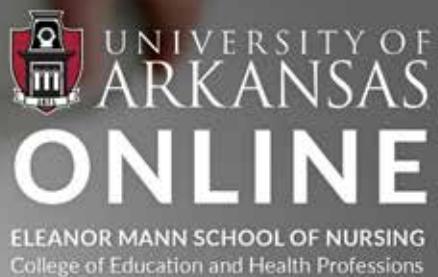
NAME		LICENSE #	CITY	ACTION	VIOLATION	EFFECTIVE DATE
Steinmetz	Karen Denise	L050709	McCrory	Probation Status Removed		January 19, 2018
Stroud	Jeffery Oneal	L040900	Brookland	Probation Status Removed		January 19, 2018
Treadaway	Scott Allen	R076925, L044014	Walnut Ridge	Revocation	(a)(2), (a)(6), (e) (18)	February 14, 2018
Vaughan	Morgan M	L052242	Jasper	Voluntary Surrender		February 14, 2018
Wagner	Patricia Ann Danley Dunavant Reubendale Green	L030621	Waldron	Probation - 1 year	(a)(1), (a)(6)	February 15, 2018
Wallace	Jonathan Kyle	R077371	Maumelle	Reinstatement to Probation (2) years		January 12, 2018
Ward	Nathan Dwayne	R067098	Barling	Suspension - 3 months	Terms and Con- ditions	February 14, 2018
Ward	Teresa D	R105500	Lowell	Letter of Reprimand	(a)(1), (a)(7)	January 30, 2018
Webb	Gina Idelle Moltz	RN Applicant	White Hall	Probation - 1 year	(a)(2)	February 14, 2018
Wilbanks	Charles Junior	R103141	Springdale	Probation Status Removed		January 19, 2018
Williams	Theresa Michelle Harris	L042127	Rogers	Suspension - 4 months	Terms and Con- ditions	February 14, 2018
Williams	Patricia Ann Easley Kennedy Franklin	L035139	Texarkana	Suspension - 2 years	(a)(6), (a)(7)	February 15, 2018
Winters	Dana Lindsey	L058487	Imboden	Probation Status Removed		January 19, 2018

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