NURSES DAY at the CAPITOL

NCSBN Raises the Passing Standard for the NCLEX-PN® Examination
Magnet® status means nursing excellence.

First, St. Vincent Infirmary became the only Arkansas hospital ever to earn Magnet® status from the American Nurses Credentialing Center. Now, U.S. News & World Report has ranked St. Vincent the No. 1 hospital in the state and listed us as “high-performing” in eight clinical specialties – more than twice as many as any other Arkansas hospital.

We were rated No. 1 and best in cancer, cardiology & heart surgery, gastroenterology & GI surgery, geriatrics, nephrology, neurology & neurosurgery, orthopaedics, and urology. The hospital ranked No. 2 in Arkansas trails St. Vincent with three “high-performing” specialties, and St. Vincent outranked every specialty hospital in Arkansas in their own specialty.

With this level of prestige and recognition, it’s safe to say we set the standard when it comes to health care, and we’re the clear choice for exceptional nurses.

If you’d like to be a part of an innovative, nationally recognized team of nurses, visit StVincentHealth.com/Careers. We have current openings for cardiac nurses. Positions available for day and night shift, full time and part time, weekend option and 12-hour shifts.
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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.
Navigating the Future

Most of us know the story of Alice in Wonderland by Lewis Carroll. One of my favorite parts of the story is when Alice asks the Cheshire Cat, “Would you tell me, please, which way I ought to go from here?” The Cheshire Cat responds, “That depends a good deal on where you want to get to.” With Alice’s usual innocence she answers, “I don’t much care where.” There is great wisdom in the Cheshire Cat’s response, “Then it doesn’t much matter which way you go.” This statement holds true for each of us in our personal and professional life. We need to set goals and review these goals on a regular basis so when we are looking back on our life, we are satisfied with the path we took.

Over the past year, the Board worked on setting its path for the next three years. The outcome of this work resulted in the development of our 2014-2016 Strategic Plan. Our mission of public protection served as the foundation for the plan. We began the process by assessing the external and internal environment in which we conduct business. We reviewed a current environmental scan and the 2012 CORE (Commitment to Ongoing Regulatory Excellence) Report, as well as conducted a stakeholder survey and a Strengths, Weaknesses, Opportunities, and Threats (SWOT) Analysis. These activities assisted the Board in development of the strategic initiatives along with a roadmap (objectives) of how to achieve the initiatives.

Let me share a couple of items on the strategic plan. One item that the Board will focus on is increasing communication with nurses and employers. This will include review of our website and magazine, review of the method of delivery of our state-wide workshops and disciplinary hearings and how we handle phone calls. Over the past ten years, we have improved the information sharing with nurses, employers and other stakeholders, but since communication is an essential for carrying out the mission, we must always strive for improvement.

The investigation of complaints and subsequent discipline consume the majority of the Board and staff’s time. Nationally, only about 3 percent of nurses have disciplinary action against their license, but a lot of work is involved with this small number of nurses. In 2007, there were 349 investigations that were assigned to investigators, and in 2012 there were 1,533 investigations assigned to investigators. In spite of the increase in the number of investigations, the average length of time to complete the process (includes Board action) in 2012 was 87 days. To help you put that in perspective, the length of time to complete the process for all other Boards averaged 360 days. As proud of those statistics as we are, we are still committed to improving the process. A few of the items related to discipline that we will be looking at are: identifying best practices from other Boards of Nursing, reviewing staff guidelines related to the disciplinary process, implementing TERCAP® (Taxonomy of Error, Root Cause Analysis and Practice responsibility) and improving communication with nurses while their license is encumbered.

Strategic planning is an essential function of all successful organizations. The Board will frequently review the 2014-2016 Strategic Plan and revisions will occur along the way. However, we have taken the Cheshire Cat’s advice and identified the direction we are headed. As 2016 approaches, we will know what path we are on and be able to alter that path as needed.
Wound Care

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Licensed practical nursing, called in some states licensed vocational nursing, has a noble history. This category of nurse began to emerge in the early 1940s as a way to get licensed caregivers into the workforce in a shorter period of time than it took registered nurses. This was important after World War II when many RNs served in the military, which resulted in somewhat of a nursing shortage in the U.S. While they filled a definite need during that time period, the question is often asked whether LPN programs are still relevant and needed today.

Are LPNs being phased out? It will not happen anytime soon.

This pervasive rumor has been circulating since the American Nurses Association (ANA) first proposed the BSN as the minimum entry point for all new nurses in 1965. They also discussed the elimination of the LPN role, and the incorporation of associate degree RNs as ‘technical’ nurses.

Forty-six years have elapsed since the ANA made the proposal, and the LPN is still in health care. Just because you see less of them in some acute care hospitals does not mean they’re being phased out. LPNs are the backbone of nursing homes, home health and hospice. LPNs can also be found in psychiatric hospitals, rehab facilities, group homes, clinics, physician offices and other settings outside the hospital.

The essential difference between the LPN and the RN is not task-related. LPNs in many states engage in IV therapy, communicate directly with physicians, and write verbal and telephone orders, etc. LPNs are trained to be the bedside caregiver, while RN nursing education typically focuses on more supervisory functions. Establishment of a clear articulation between LPN and RN in the educational system could be beneficial to both levels of licensure for those who wish to pursue a higher level of nursing education. LPNs have a wonderful knowledge base upon which RN education can be added.

Many of the tasks the RNs perform can be done by the LPN in many jurisdictions. This is clearly demonstrated by a research study conducted by NCSBN, which obtained information from newly licensed LPNs. The tasks these individuals routinely perform include such things as organizing and prioritizing patient care, following up with patients after discharge, and using data from different sources to make clinical decisions.

This research was performed upon the request of some of my fellow LPN colleagues. I cannot answer your question as to why hospitals are not hiring LPNs. Each institution governs themselves. Therefore, the Arkansas State Board of Nursing cannot mandate who each institution hires pertaining licensed nurses.
President Karen Holcomb presided over the hearings and business meeting held on January 8-9. Highlights of Board actions are as follows:

- Accepted the response of the Arkansas State University- Newport Practical Nursing Program for the first year of low pass rates on the NCLEX-RN®
- Accepted the response of the Arkansas Northeastern College Associate Degree in Nursing program for the third consecutive year of low pass rates on the NCLEX-RN
- Accepted the response of the Southern Arkansas University Magnolia Baccalaureate of Science in Nursing for the first year of low pass rates on the NCLEX-RN and Associate of Applied Science Degree in Nursing program for the second year of low pass rates on the NCLEX-RN
- Approved the Curriculum revision for the College of the Ouachita’s Practical Nursing Program to be implemented in Fall 2014
- Approved the Curriculum revision for the University of Arkansas Community College at Hope Practical Nursing Program, National Park Community College Practical Nursing Program and Arkansas Tech University Ozark Practical Nursing Program
- Granted Continued Full Approval to:
  - Arkansas Tech University – Ozark Practical Nurse Program until the year 2018
  - Arkansas Tech University – Russellville Baccalaureate Degree in Nursing Program until the year 2018
  - Cossatot Community College of the University of Arkansas Practical Nurse Program until the year 2018
  - East Arkansas Community College Associate Degree in Nursing program until the year 2018
  - Southern Arkansas University Tech – Camden Practical Nurse Program until the year 2018
- Accepted the response of the East Arkansas Community College Associate Degree in Nursing program for the first year of low pass rates on the NCLEX-RN
- Granted Full Approval to the Arkansas State University – Mountain Home LPN/Paramedic to Associate Degree in Nursing program until the year 2016
- Continued Conditional Approval for Arkansas Northeastern College Associate Degree in Nursing Program until there are two consecutive years of an above 75 percent pass rate on NCLEX or until the Board withdraws approval status for non-compliance with the education standards

The American Assembly of Men in Nursing is on its way to starting the first Arkansas chapter! If you are a nurse, male or female, interested in helping raise the awareness of nursing as a viable care option for men, then this organization is for you. The founding members are excited about starting our first chapter in Little Rock. If you are interested, contact Norman R. Swope, RN, at nswope@uams.edu
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 (501.686.2701) if you have questions about any of the articles in this magazine.

The following names appear on the ASBN records for checks returned to the ASBN due to insufficient funds. If practicing in Arkansas, they may be in violation of the Nurse Practice Act and could be subject to disciplinary action by the Board. Please contact Gail Bengal at 501.686.2716 if any are employed in your facility.

Rosa Marie Bradley L16658
Jessica Gonzalez Exam Application
Amber Sanders R73529
Nathan Shaheed T01220
Angela Shupert L37543
June Elizabeth Sivils L30290
Della Williams L28175

Gail Bengal
Fiscal Support Specialist
Alyssa Lauland
Administrative Specialist II
Andrea McCuien
Administrative Specialist II
DISCIPLINE & PRACTICE
Deborah Jones, RN, MNSc, - ASBN Assistant Director
Debra Garrett, MNSc, APRN, ASBN Program Coordinator
Christine Brown
Legal Support Specialist
Carmen Sebastino
Legal Support Specialist
Patty Smith
Legal Support Specialist
Sydni Williams
Legal Support Specialist
EDUCATION & LICENSING
Karen McCumpsey,
MNSc, RN, CNE - ASBN Assistant Director
Tammy Claussen, MSN, RN, CNE - ASBN Program Coordinator
Jill Hasley, MNSc, RN
ASBN Program Coordinator
Margie Brauer
Licensing Coordinator
Carla Davis
Licensing Coordinator
Lori Gephardt
Administrative Specialist III
Ellen Harwell
Licensing Coordinator
Susan Moore
Licensing Coordinator
Markeisha Phillips
Licensing Coordinator
Mary Stinson
Licensing Coordinator
INFORMATION TECHNOLOGY
LouAnn Walker, Public Information Coordinator
Daria Carpenter, Licensing Coordinator
Matt Stevens, Information Systems Coordinator

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Sue A. Tedford, MNSc, RN
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
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★ SCRUBS! GIFTS FOR NURSES!
★ JEWELRY! HANDBAGS!

FOR INFORMATION CALL
SUZANNE AT 221-9986 ext. 101
FOR SALES CALL MICHELE AT
221-9986 ext. 112
DISCIPLINE 101:
KEEP COMMUNICATION CHANNELS OPEN

In the past few articles, information regarding discipline by the Board of Nursing has been presented. All nurses should be reading this information. While you plan to never have an issue with your licensure, all it takes is one complaint, founded or unfounded, for an investigation to be opened on your license.

How does something as simple as keeping your address updated protect your license? The Arkansas State Board of Nursing Rules, Chapter 2, Licensure, Section XI, require: “A licensee, whose address changes from the address on file with the Board, shall immediately notify the Board in writing of the change.” It is not possible to call board staff and ask them to change your contact information in the database. A nurse has to send the request in writing or may go online and update the information.

You must keep your mailing address and other means of contacting you up-to-date in the licensure database. On the official website of the ARKANSAS STATE BOARD OF NURSING accessed at www.arsbn.org, there is a link for “Change of Address” on the home page. It is possible to do an online address update as long as you have your social security number and date of birth. A screen opens and allows you to update your address. There are fields where you may also enter a phone number and an email contact.

By providing timely, accurate contact information, board staff will be able to contact you about licensure issues. Complaints have proceeded to hearings because board staff have not been able to communicate with the licensee and all attempts through various communication channels have been exhausted. The Arkansas State Board of Nursing Rules state: written notice of a disciplinary hearing is to be “directed to the licensee or applicant at his or her last known address as shown by the records of the Board,” and “failure of the licensee to keep the Board informed of a change of address shall not be grounds to have the hearing reopened.”

Often, the licensee is receiving communication from board staff but fails to contact the staff. Board staff generally makes many attempts to contact a licensee if information is needed. The licensee may only contact the board staff once the license is due for renewal and the licensee discovers that the online licensure renewal process will not allow the renewal. The licensee now has to contact board staff to discuss why the licensure renewal was blocked. As many nurses wait until the last few days of the month to renew, this may result in the license expiring and the licensee not being able to work until certain information is received.

If the licensee is subject to disciplinary action and contact information changes during the process, the licensee must not only update the contact information but also notify board staff of the change. For example, if the licensee has entered into a Consent Agreement with the Board, it takes about ten (10) days to process the ratified agreement in the office. The agreement is then mailed to the licensee. If the licensee has moved during that time, it would best to contact the board staff to notify them that the contact address has changed. Letters are prepared a few days prior to mailing and the former address may be on the letter.

At times, the licensee misses a due date on a document sent by the board staff. It would amaze many reading this how often there is no contact by the licensee with the staff. Board staff is available to answer questions about licensure and disciplinary matters. Not responding to a letter, email, or phone call will not dismiss the matter. CALL US. If it is a disciplinary issue, do not let the matter proceed to hearing as you ignore communication attempts by board staff.

A nursing license is a professional license that allows the nurse to legally practice. The best way to protect your license is to keep all contact information updated and communicate with the Board of Nursing as needed.
This continuing education sponsored by the Arkansas State Board of Nursing is awarded 6.0 contact hours. Participants who leave immediately prior to the NCLEX presentation will receive 5.0 contact hours. Email info@arsbn.org if you have questions.

Registration fee
$45.00

Register online at www.arsbn.org

This activity has been submitted to Arkansas Nurses Association for approval to award contact hours. Arkansas Nurses Association is accredited as an approver of continuing education by the American Nurses Credential Center’s Commission on Accreditation.

2014 Dates & Locations

February 20
Baptist Health Schools, 11900 Colonel Glenn Road, Room 1601, Little Rock

September 18
Southern Arkansas University, Reynolds Center, Grand Ballroom, Magnolia

November 13
Northwest Arkansas Community College, White Auditorium, Bentonville

Registration Form

Mail completed registration form and $45.00 registration fee (in-state check or money order) to ASBN, 1123 S. University, #800, Little Rock, AR 72204. Registration must be received one week prior to workshop.

Check date you plan to attend: [ ] February 20 [ ] September 18 [ ] November 13

NAME ____________________________ LICENSE NUMBER __________

CITY ____________________________ ZIP __________ PHONE ____________________________
Call for Nominees

We’re searching Arkansas to find the one nurse we can say is the most outstanding in our state. Do you know a nurse that you feel is the most compassionate, caring and empathetic caregiver? A nurse who has given comfort or care to you, a family member or friend? We are asking you to send us their name, where they work, phone number and a short message expressing why you think they are the most deserving nurse in Arkansas.

For the third year we are also honoring the outstanding nurse educator of the year. If you are a student and you have an educator that has been a driving force in development and support of your nursing career, send in your nominee’s name, place of work and a short story of why they should receive the award. Be sure you include your contact information for us to get back in touch with you.

Nominate a candidate from your school or facility today. Deadline is April 4, 2014

Send or email your nomination to:
NURSING COMPASSION & NURSE EDUCATOR 2014
P.O. Box 17427, Little Rock, Arkansas 72222
sramsel@pcipublishing.com

Suzanne Ramsel at 501-221-9986 or 800-561-4686 ext. 101

2013 Nursing Compassion Award Winner, Melanie Morrison, RN
2013 Outstanding Educator Award Winner, Linda Castaldi, MSNc, RN
Come Celebrate Nursing at the 2014 Compassionate Nurse and Nurse Educator of the Year Awards. Saturday June 7, 2014.

Held in the beautiful Chenal Country Club in West Little Rock. Seating is limited - Order your table early!

- We hope to have nominees from every county and school.
- Be sure you’re a part of this celebration.
  Nominate a candidate from your school or facility.
- Order your reserved table early. Seating is limited.
- Proceeds benefit the ThinkNurse Scholarship Fund.

For Details call Suzanne Ramsel at 501-221-9986 or 800-561-4686 ext. 101 sramsel@pcipublishing.com
I have submitted an examination application online and graduated from my nursing education program. **Where is my license?**

The Arkansas State Board of Nursing (ASBN) accepts applications electronically through the online application system located on our website at www.arsbn.org. National Council Licensure Examination (NCLEX®) exam candidates (RN, LPN, LPN equivalency - U.S. educated only) are one of the types of applicants who electronically submit their application to ASBN. The process for submitting an electronic ASBN examination application streamlines the application process for the applicant and eliminates submission of a paper application.

When a nursing student is preparing to graduate from a nursing education program and is anticipating taking the NCLEX, ASBN encourages them to make application early. The applicant may make application up to two months prior to graduation. Doing so will enable submission of the criminal background checks. An applicant pays for the criminal background checks and submits the state criminal background check from within the system. To submit the federal background check, after submission of the electronic application, the applicant receives an automatic email. The email contains a specific number that is placed on a fingerprint card applicants use to obtain their fingerprints and mail to the Arkansas State Police.

Early submission of an examination application facilitates processing by allowing ASBN to potentially receive the criminal background check results prior to an applicant completing the program. If an applicant waits and submits application at or after completion of the nursing education program, ASBN does not receive the criminal background check results until several weeks later, so the application processing time takes longer. Regardless of when an applicant submits an application to ASBN, whether or not an applicant successfully completes the nursing education program, fees are nonrefundable.

Submission of an examination application does not mean an applicant is automatically or immediately processed. Once an application is electronically submitted, it is manually processed through a series of vital steps before an applicant is issued a temporary permit (if applicable) or made eligible to test. New applications are in a queue of applications for review. The ASBN staff verifies receipt of associated fees for an application and changes the application status to a pending status. The application status is not updated on a daily basis, but will remain pending until required information is received and a respective application is processed.

Processing steps include verification of registration with the testing vendor (Pearson VUE), submission of a complete and accurate application, receipt of program director verification, review of responses to application screening questions, and receipt of clear state and federal background checks.

**Registration with the testing vendor (Pearson VUE)**

In addition to completing the ASBN Examination Application for Licensure online, an applicant must register with Pearson VUE to take the NCLEX. An applicant is encouraged to make application to Pearson VUE before graduation when making/submitting the ASBN state application. Registration with Pearson VUE must be complete before ASBN can begin processing an application and before a temporary permit (if applicable) will be issued.

**Submission of a complete and accurate application** It is important that an applicant reviews an application before submitting it to ASBN. Any areas that are incomplete or incorrect and do not match the Pearson VUE registration will have to
be clarified before processing can occur.

Receipt of program director verification The nursing director of an applicant’s nursing education program must verify graduation after completion of the nursing education program. The ASBN receives notification via a secure electronic verification process.

Review of responses to application screening questions An applicant responds to a set of questions on the ASBN examination application regarding prior conviction(s), drug treatment etc. Refer to the application for specific questions. It is imperative that an applicant respond honestly to the questions. An applicant responding “yes” to any of the questions will be routed for additional review and investigation. For additional information, you may access the Criminal Background Information and Frequently Asked Questions located on our website at www.arsbn.org. Click on the Licensing tab. This information is in the left hand column.

Receipt of clear state and federal background checks: Arkansas law requires applicants for licensure by examination to submit to criminal background checks (CBC). If an applicant has pleaded guilty or nolo contendere to or found guilty of any offense listed in ACA 17-87-312, he/she is not eligible for Arkansas licensure. (ACA 17-87-312 provides the applicant an opportunity to request a waiver of eligibility criteria related to a criminal background in certain circumstances.)

Processing of an application includes review of the results of both the state and federal criminal background checks. An applicant with a state or federal background check that is not clear will be routed for additional review and investigation.

An applicant that responds “yes” to any of the questions on the examination application or if there is a positive criminal background check(s), a temporary permit (if applicable) will not be issued nor will an applicant be deemed eligible to take the NCLEX examination application or if there is a positive criminal background check(s), a temporary permit (if applicable) will not be issued nor will an applicant be deemed eligible to take the NCLEX examination application for additional review and investigation. For additional information, you may access the Criminal Background Information and Frequently Asked Questions located on our website at www.arsbn.org. Click on the Licensing tab. This information is in the left hand column.

An applicant that responds “yes” to any of the questions on the examination application or if there is a positive criminal background check(s), a temporary permit (if applicable) will not be issued nor will an applicant be deemed eligible to take the NCLEX until ASBN has reviewed the information and your case is complete.

Once all of the processing steps are completed, ASBN will deem an applicant eligible to test, and the testing vendor (Pearson VUE) will send the Authorization to Test (ATT) to the applicant. An applicant must submit a copy of the social security number to ASBN.

Failing to submit application (register) to Pearson Vue prior to graduation.

- Result: The applicant’s ASBN state examination application is not able to be processed, a temporary permit will not be issued and an applicant will not be deemed eligible to test and receive the Authorization to Test (ATT). The applicant must submit application for both the Arkansas State Board of Nursing Licensure and NCLEX at Pearson VUE. An applicant should note that the ASBN examination application and the application to Pearson VUE are two separate applications and both must be submitted.

Failing to provide social security number when registering with Pearson VUE.

- Result: The applicant will not receive a Social Security Number when registering with Pearson VUE. The applicant must correctly request that background checks be conducted and contact ASBN if this step is omitted.

Incorrectly entering email address on the application.

- Result: The applicant will not receive the two automatic email notifications and will not receive an INA Search Number to place on the fingerprint card. The applicant should closely review and edit the application for accuracy prior to submission.

Choosing the wrong nursing education program of study from the drop down menu on the application.

- Result: The automatic notification of application submission is sent to an incorrect Nursing Education Program Chair. The correct Nursing Education Program Director will not receive an email to verify program completion. The applicant should closely review and edit the application for accuracy prior to submission.

Incorrectly checking the “CBC box” that indicates applicant already has CBC on file.

- Result: The applicant will not receive an INA Search Number to place on the fingerprint card and a CBC will not be conducted. The applicant must request that background checks be conducted and contact ASBN if this step is omitted.

Incorrectly checking the “CBC box” that indicates applicant already has CBC on file.

- Result: The applicant will not receive an INA Search Number to place on the fingerprint card and a CBC will not be conducted. The applicant must request that background checks be conducted and contact ASBN if this step is omitted.

Failing to double check accuracy of application material before submission.

- Result: The applicant enters incorrect, address, social security number, date of birth, etc. Subsequently, the application is incomplete/incorrect and does not match the Pearson VUE application. The applicant should closely review and edit the application for accurateness prior to submission.

There are often times an application is delayed in processing. A few of the most common mistakes that an applicant may make that will delay processing of an ASBN application follows:
Failing to check status of application.
- Result: The ASBN may post information to the applicant status link regarding missing or additional information that is needed. If the applicant does not check their status link, they will not receive this information.

Failing to submit court documentation, if applicable.
- Result: If an applicant is required to submit documentation for an investigation and does not, an investigator cannot review the required material.

ASBN is excited as new graduates complete their nursing education and prepare to enter the workforce. An applicant is encouraged to read and follow all directions carefully when completing an examination application to assist ASBN in processing applications in as timely a manner as possible.

The primary focus for the nursing staff at Washington Regional is doing what’s best for our patients. Having recently achieved certification in emergency nursing, Alan exemplifies Washington Regional’s commitment to quality.
NCSBN RAISES THE PASSING STANDARD FOR THE 
NCLEX-PN® EXAMINATION

The National Council of State Boards of Nursing (NCSBN) Board of Directors (BOD) voted on Dec. 10, 2013, to raise the passing standard for the NCLEX-PN Examination (the National Council Licensure Examination for Practical Nurses). The passing standard will be revised from the current logits* -0.27 to -0.21 logits beginning April 1, 2014, with the implementation of the 2014 NCLEX-PN Test Plan. The new passing standard will remain in effect through March 31, 2017.

After consideration of all available information, the NCSBN BOD determined that safe and effective entry-level licensed practical/vocational nurse (PN/VN) practice requires a greater level of knowledge, skills, and abilities than was required in 2010 when NCSBN implemented the current standard. The passing standard was increased in response to changes in U.S. health care delivery and nursing practice that have resulted in the greater acuity of clients seen by entry-level PN/VNs.

In their evaluation the BOD used multiple sources of information to guide its evaluation and discussion regarding the change in passing standard. These sources include the results from the criterion-referenced standard-setting workshop, a historical record of the NCLEX-PN passing standard and candidate performance, the educational readiness of high school graduates who expressed an interest in nursing, and the results from annual surveys of nursing educators and employers conducted between 2011 and 2013. As part of this process, NCSBN convened an expert panel of 13 subject matter experts to perform a criterion-referenced standard-setting procedure. The panel’s findings supported the creation of a higher passing standard. NCSBN also considered the results of national surveys of nursing professionals, including nursing educators, directors of nursing in acute care settings and administrators of long-term care facilities.

In accordance with a motion adopted by the 1989 NCSBN Delegate Assembly, the NCSBN BOD evaluates the passing standard for the NCLEX-PN Examination every three years to protect the public by ensuring minimal competence for entry-level PNs. NCSBN coordinates the passing standard analysis with the three-year cycle of test plan evaluation. This three-year cycle was developed to keep the test plan and passing standard current. The 2014 NCLEX-PN Test Plan is available free of charge from the NCSBN website.

Media inquiries may be directed to the contact listed above. Technical inquiries about the NCLEX examination may be directed to the NCLEX information line at 1.866.293.9600 or nclexinfo@ncsbn.org.

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

Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest. NCSBN’s membership is comprised of the BONs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 16 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 3 million licensed nurses, the second largest group of licensed professionals in the U.S.

Mission: NCSBN provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

The statements and opinions expressed are those of NCSBN and not the individual member state or territorial boards of nursing.
Whether we like it or not, the profession of nursing is dynamic and ever-changing. In order to respond effectively to the increasing demands of health care delivery, nurses should embrace and even be the catalyst for change that results in better patient outcomes. In the past, the influence of nursing on the overall health care system has been undervalued, but, fortunately, that is no longer the case.

In 2010, the Institute of Medicine (IOM) presented an actionable plan in The Future of Nursing: Leading Change, Advancing Health. This report calls on nurses to take the role of “full partner” in the health care system and covers four key messages that are pivotal to the future of nursing and health care (IOM, 2010).

Of particular interest is the IOM’s ambitious recommendation to increase the number of nurses prepared with a Bachelor of Science in Nursing (BSN) to 80 percent by the year 2020. Many have
questioned the feasibility or necessity of this recommendation, but throughout the country, the charge is being met and the IOM does a good job of making the case for why knowledge of basic nursing skills is no longer enough. BSN preparation provides the wider range of knowledge necessary in an increasingly complex environment that becomes more technologically sophisticated every day. The IOM clearly outlines the core competencies required for the registered nurse (RN) of the 21st century (IOM, 2010):

- Leadership
- Health Policy
- System Improvement
- Research and evidence-based practice
- Teamwork and collaboration
- Competency in specific content areas (community, public health, geriatrics)
- Technological knowledge (informatics)

It should come as no surprise that nurses must have advanced knowledge and skills to be effective and credible partners in transforming health care. The challenge is how to make the IOM recommendation a reality.

UAMS Plan

The national average for BSN prepared nurses is around 50 percent and institutions across the country have implemented a wide range of strategies to increase this rate. The University of Arkansas for Medical Sciences (UAMS), Medical Center also embraces the IOM recommendations and a team of nurses from various levels of practice and educational backgrounds developed an action plan to increase the percentage of BSN nurses. This plan focuses on three primary areas: (1) Recognition, (2) Support for Degree Completion, and (3) Selective Hiring.

Table 1 includes a few examples of the actions/strategies identified by this team.

While all UAMS nurses are encouraged to achieve their educational goals, we recognize that degree completion will not be the path everyone chooses. The UAMS 80 percent BSN by 2020 plan provides support for currently employed nurses who wish to pursue their BSN but is only a requirement if they desire to achieve RN IV status in the clinical ladder or want to move into a nursing leadership position. The selective hiring component of the plan is phased in over two years and will affect new graduates as well as experienced nurses seeking positions at UAMS.

To truly position nurses as full partners in transforming health care, institutions must embrace the IOM recommendations and develop actionable strategies to meet the goals. At UAMS, a formal plan has been implemented and we are committed to ensuring that our nurses are positioned to lead change and advance health for the patients and families we serve.

Table 1

<table>
<thead>
<tr>
<th>Recognition</th>
<th>Support for Degree Completion</th>
<th>Selective Hiring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bi-annual event for graduates</td>
<td>Increase funding options in current loan program</td>
<td>BSN students primarily selected for recruitment programs (Extens/CCA)</td>
</tr>
<tr>
<td>Highlight graduates internally/externally</td>
<td>Development of scholarships for UAMS nurses</td>
<td>Preferential hiring of BSN applicants over ADN or diploma</td>
</tr>
<tr>
<td>Proposed phased increase of BSN salary differential</td>
<td>Establish mentoring program for BSN/MSN/Doctoral students</td>
<td>In 2015 require non-BSN applicants to complete a letter of intent for five-year degree completion upon hire</td>
</tr>
</tbody>
</table>

FAILURE TO WEAR A NAME TAG
IS IT CONSIDERED UNPROFESSIONAL CONDUCT?

The answer is YES! “Failure to display appropriate insignia to identify the nurse during times when the nurse is providing health care to the public,” is grounds for disciplinary action in ASBN Rules Chapter 7, Section IV.A.6.r. as an example of unprofessional conduct. ASBN Rules Chapter 1, Section III.B. reads, “Any person licensed to practice nursing shall wear an insignia to identify himself by his name and appropriate legal title or abbreviation during times when such person is providing health care to the public for compensation.” Section III.C. states, “The insignia shall be prominently displayed and clearly legible such that the person receiving care may readily identify the type of nursing personnel providing such care.”

The insignia may be a name tag, badge or even monogramming on a lab coat. This insignia must show the nurse to be a LPN, LPTN, RN, RNP or APRN, whichever the case may be. Wearing identification separates the nurse from individuals who are doing nursing functions but are unlicensed personnel.

So be sure to wear a name tag and let your patients know that you are a nurse.
It helps your patients and it’s the law!

NURSES DAY at the CAPITOL TUESDAY, MARCH 11, 2014
ARKANSAS STATE CAPITOL

AGENDA
8:30-9:00 a.m.  Sign-in- In the Rotunda
Obtain Own Legislator Information
Agenda for the Day
Governor’s Proclamation for Nurses Day at the Capitol

9:00 – 10:00 a.m.
Meet Informally with Your Legislators

10:00-12:00 p.m.
Attend Appropriate House Meeting
(a meeting that your district representative is a member of; on-site information)

12:00-1:15 p.m.
Lunch on Your Own

1:15-2:15 p.m.
Legislative Update: ARNA’s Lobbyist Graham Catlett & ARNA Health Policy Committee- Capitol Room- TBA

2:30 p.m.
Adjournment

Sponsored Jointly by:
Arkansas Nurses Association
Arkansas School Nurses Association
Arkansas State Board of Nursing
Arkansas Nursing Student Association

LouAnn Walker, ASBN Update Editor/Public Information Coordinator
Central Arkansas Veterans Healthcare System

We have a great opportunity for you to reach new heights in nursing excellence by joining our team of highly-qualified healthcare professionals who have an unwavering commitment to providing the best care for America's Heroes! Working with and for America's Veterans is a privilege and we pride ourselves on the quality of care we provide.

CAVHS offers an outstanding benefits package that includes:
- Health/Life/Long-term Care Insurance
- Federal Employee Retirement System
- Generous Vacation Leave
- Academic Education Programs

If you have what it takes please consider applying for one of our available positions online at www.usajobs.gov. Phone inquiries may be made at (501) 257-1748.

VA IS AN EQUAL OPPORTUNITY EMPLOYER
Gov. Mike Beebe recently appointed two new members to the Arkansas State Board of Nursing. The new board members are:

Ramonda Housh, of Pocahontas, is a certified pediatric nurse practitioner, and fills the Board position for advanced practice registered nurse. Housh received her bachelor’s degree from Arkansas State University in Jonesboro. She earned her Master of Nursing Science degree from University of Arkansas for Medical Sciences in Little Rock. Housh is the interim director of nursing at Black River Technical College in Pocahontas. Previously she served patients as a registered nurse in medical-surgical services, community health and as an Advanced Practice Registered Nurse in pediatrics. Housh is a member of Sigma Theta Tau and is a Certified Pediatric Nurse Practitioner. Housh, a native Arkansan, stated, “After 20 years as a nurse and ten years as a nurse educator, I want to be involved in the protection of the public and in the regulation of our profession.” She is married to Eric Housh and has two children. Housh replaces Debra Garrett on the Board.

Patricia Staggs, of Searcy, is a licensed practical nurse and fills the position for one of the licensed practical nurses or licensed psychiatric technician nurses on the Board. Staggs earned a nursing certificate from Crowley’s Ridge Technical Institute in Forrest City. She enjoys working with the geriatric population in her position as a clinic nurse at Nephrology Associates and previously at Searcy Healthcare. When asked why she wanted to serve on the Board, Staggs stated, “I was thumbing through my nursing magazine and saw how to apply and I thought what an awesome way to serve my community and my state. I applied thinking there is no way I will be selected out of everyone that applies. Well, here I am! I am so honored that I was chosen for this position.” Staggs is married and enjoys camping and boating. She replaces Peggy Baggenstoss on the Board.
Leading the Way in Award Winning Quality Care!

Positions Available

POSITION: RN     SHIFT: Full-time 3p-11p, PRN
The Staff Nurse (RN) is a registered professional nurse who prescribes, coordinates, and evaluates patient care through collaborative efforts with health team members in accordance with the nursing process and the standards of care and practices. 

Education: Graduate from an accredited program of professional nursing required; Bachelor's Degree preferred.

Experience: A minimum of three (3) years experience in a psychiatric health-care facility preferred.

POSITION: LPN     SHIFT: Full-time 7a-3p, WEO

Education: Graduate from an accredited vocational school of nursing.

Experience: Minimum one (1) year as an LPN/LVN/LPTN in psychiatric nursing preferred. Must pass a medication administration exam before administering medications. CPR certification and successful completion of HWC including restraint and seclusion policies, within 30 days of employment and prior to assisting in restraining procedures.

POSITION: Intake Clinician     SHIFT: PT (WEO), PRN
This position will provide administrative support for the assessment team and will be responsible for scheduling assessments and documenting inquiries. This position works closely with the Nursing Services Department and external clinicians to facilitate the admission process for clinically appropriate patients.

Education: Registered Nurse.

Experience: A minimum of two (2) years direct clinical experience in a psychiatric or mental health setting, with direct experience in patient assessment, family motivation, treatment planning, and communication with external review organizations.

Arkansas’ only TRICARE-certified residential program.
“TRICARE” is a registered trademark of the TRICARE Management Activity. All rights reserved.
ASBN receives requests from people who would like a refund because they have overpaid the agency. The policy of the ASBN regarding refunds has not changed. We do not refund overpayments.

Being a governmental agency, the ASBN is restricted in the types and amounts of payments we can make to vendors and individuals. Refunds are not exempt from such restrictions. Therefore, the best way to ensure you are not making an unintended contribution to the Board is by making sure you avoid overpaying.

There have been many reasons over the years for overpayments. Listed below are a few:

- Their license expiration date was close, and they wanted to get their license “in time,” so they mailed their renewal, and then renewed online also.
- They applied for a license by endorsement or examination when they already had an Arkansas license.
- They could not remember if they had renewed, so they paid again to make sure it was done.
- They had already gone through the application process online, but wanted to make sure it worked, so they did it again.

Although there are countless reasons, the result is still the same. We do not give refunds. The following are suggestions of ways to avoid overpayment:

- When paying by check or money order, make sure it is payable in the correct amount.
- If you mail your renewal form and payment, do not duplicate by also renewing online.
- If you are not sure if you have already

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ELEANOR MANN SCHOOL OF NURSING
College of Education and Health Professions

R.N. TO BACHELOR OF SCIENCE IN NURSING
- Three paths: complete in 3, 4 or 5 semesters

MASTER OF SCIENCE IN NURSING - NURSE EDUCATOR

DOCTOR OF NURSING PRACTICE
- Two specialties: adult/geriatric clinical nurse specialist and adult/geriatric acute care nurse practitioner
- Two entry levels: post bachelor’s degree and post master’s degree

The bachelor’s and master’s degree programs are accredited by the Commission on Collegiate Nursing Education, Washington, D.C., 202.887.6791.

online.uark.edu/nurse
The Arkansas Department of Health’s Nurse-Family Partnership Program seeks two registered nurses in an exciting program targeting first-time moms.

Position Locations:
- Blytheville (# 22105835)
- Osceola (# 22106006).

The Nursing Model:
Starting during pregnancy, the RN visits mom at home, and continues until the child reaches age two. This intensive level of support has shown improved outcomes in:
- preventive health and prenatal practices for the mother;
- health and development education and care for both mother and child, and
- life coaching for the mother and her family, by encouraging them to develop a vision for their own futures.

How To Follow Up?
- Web: www.adhhomecare.org (under Nurse-Family Partnership);
- Phone: Crystal Webb @ 870-633-6812;
- Email Crystal.Webb@arkansas.gov;
- Openings posted under “employment” at www.healthy.arkansas.gov; use position numbers above to apply online.

We LOVE our NURSES and FACILITIES!!
Cherishing both relationships is our honor!

Arkansas Medical Staffing, LLC
501-224-1010 to experience or to join our professional team!!
Arkansas Medical Staffing, LLC

We are now increasing our staff in Central Arkansas:
Immediate openings for nurses in LTAC, L&D, PSYCH and others!!
Call today Arkansas Patients need YOU, and so do WE!!

Please write this down...
501-224-1010 to experience or to join our professional team!!
Arkansas Medical Staffing, LLC

Wound, Ostomy, Cont. RN
Home Health in Little Rock
Full-time - 8 am to 4:30 pm

RN with current Arkansas License and one year of clinical experience. Must be certified as an Enterostomal Therapy Registered Nurse by Wound, Ostomy, and Continenence Nurse’s Society. Integrates his/her expertise as clinician, educator, consultant, and researcher in provision of care for patients with select disorders of GI, GU, and Integumentary systems.

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all our best

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www.arsbn.org
Disciplinary Actions

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.

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE NUMBER</th>
<th>ACTION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Akins Randall Allan</td>
<td>C000894, R044033</td>
<td>Voluntary Surrender</td>
<td>October 22, 2013</td>
</tr>
<tr>
<td>Beal Jesse Lee</td>
<td>L052481</td>
<td>Suspension - 2 years, Probation - 2 years</td>
<td>November 14, 2013</td>
</tr>
<tr>
<td>Bobbitt Katie Lynn Page</td>
<td>A003815, R076957, PAC 003660</td>
<td>Probation - 2 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Britt Scott Hamilton</td>
<td>R029734, P001640</td>
<td>Probation - 5 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Brown Amanda Elizabeth Brown</td>
<td>L047398</td>
<td>Suspension - 6 months, Probation - 2 years</td>
<td>November 13, 2013</td>
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<tr>
<td>Burton Ginnie Lee Harris Baggett</td>
<td>R031676</td>
<td>Voluntary Surrender</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Childress Jessica Rene Mobley</td>
<td>L044345</td>
<td>Voluntary Surrender</td>
<td>October 17, 2013</td>
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<tr>
<td>Clowers Wannetta Fay Legros</td>
<td>A003017, R033731</td>
<td>Reinstatement of Prescriptive Authority Certificate</td>
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<tr>
<td>Cranford Thomas Walter</td>
<td>C000258</td>
<td>Voluntary Surrender</td>
<td>October 15, 2013</td>
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<tr>
<td>Cranford Thomas Walter</td>
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<td>Voluntary Surrender</td>
<td>November 12, 2013</td>
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<tr>
<td>Dixon Chantal Lea Benson Salazar</td>
<td>L049085</td>
<td>Probation status removed</td>
<td>October 14, 2013</td>
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<tr>
<td>Dunn Catherine Elaine Steen Bell</td>
<td>L043287</td>
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<td>October 14, 2013</td>
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<tr>
<td>Glenn Charles</td>
<td>L054876</td>
<td>Probation - 1 year</td>
<td>November 13, 2013</td>
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<tr>
<td>Gott Annell Kathryne Taylor</td>
<td>L019151</td>
<td>Probation - 2 years</td>
<td>November 14, 2013</td>
</tr>
<tr>
<td>Haygood Talisa Milsm</td>
<td>R063331</td>
<td>Probation status removed</td>
<td>November 7, 2013</td>
</tr>
<tr>
<td>Hopkins Bobbie Jean Stuckey</td>
<td>L015253</td>
<td>Voluntary Surrender</td>
<td>November 5, 2013</td>
</tr>
<tr>
<td>Hotz Seth Joseph</td>
<td>R092525</td>
<td>Revocation</td>
<td>November 14, 2013</td>
</tr>
<tr>
<td>Hunt Virginia Leigh Crim-Hunt</td>
<td>L042525</td>
<td>Probation - 2 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Imboden Kelly Littlejohn</td>
<td>R054903</td>
<td>Voluntary Surrender</td>
<td>November 4, 2013</td>
</tr>
<tr>
<td>Johnston Rebecca Ellen Beal Bowen</td>
<td>R027574, P000881</td>
<td>Suspension - 1 year, Probation - 2 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Keech Robert Paul</td>
<td>R083332</td>
<td>Probation - 2 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Kimble Tammy Lynn</td>
<td>R063962</td>
<td>Probation - 3 years</td>
<td>November 5, 2013</td>
</tr>
<tr>
<td>LeBoeuf Marjorie Wood Golson</td>
<td>R026778</td>
<td>Probation status removed</td>
<td>October 14, 2013</td>
</tr>
<tr>
<td>Mayfield Kathleen R. Steinbeck Rule Utecht</td>
<td>R042303</td>
<td>Suspension 3 years, Probation - 2 years</td>
<td>November 14, 2013</td>
</tr>
<tr>
<td>Medley Deborah Lynn Price</td>
<td>R015366</td>
<td>Probation - 1 year</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Miller Martha Jane Ronning</td>
<td>R062917</td>
<td>Voluntary Surrender</td>
<td>November 8, 2013</td>
</tr>
<tr>
<td>Nephew Kimberly Diane Johnson</td>
<td>L045137</td>
<td>Probation - 4 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Newton Stephen Cory</td>
<td>L035911</td>
<td>Suspension - 2 years, Probation - 3 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Parker Michelle Renee Loftin Loyd Weier</td>
<td>L027976</td>
<td>Probation - 5 years</td>
<td>November 13, 2013</td>
</tr>
<tr>
<td>Patterson Kimberly Dawn</td>
<td>L047398</td>
<td>Suspension until terms of Letter of Reprimand are met</td>
<td>November 13, 2013</td>
</tr>
</tbody>
</table>
NAME | LICENSE NUMBER | ACTION | EFFECTIVE DATE
--- | --- | --- | ---
Pickle | Ashley Lin | L051683 | Suspension - 2 years, Probation - 2 years | November 14, 2013
Pitts | Teresa Kay | L052652 | Probation - 1 year | November 13, 2013
Reynolds | Laura Beth | R080021 | Probation - 5 years | November 13, 2013
Rosado | Sandra Marie | C001385, R067397 | Suspension until terms of Letter of Reprimand are met | November 13, 2013
Smith | Melissa Maree Ward Cutlip | L042654 | Suspension until terms of Letter of Reprimand are met | November 14, 2013
Smith | Nathan Joseph | R094806 | Probation - 1 year | November 13, 2014
Staats | Dawn Peterson | R037290 | Probation status removed | October 14, 2013
Steele | Shannon Matthew | R073323 | Probation - 5 years | November 13, 2013
Thielsen | Beverly Ann Grisham Mills | R040986 | Suspension - 2 years, Probation - 3 years | November 13, 2013
Tubbs | Lasonya Lyn | PN Endorsement Applicant | Waiver Granted | November 13, 2013
Williamson | Melanie Ann Cole Willingham | L042480 | Suspension until terms of Letter of Reprimand are met | November 13, 2013

Disciplinary Actions

JANUARY 2014

NAME | LICENSE NUMBER | ACTION | EFFECTIVE DATE
--- | --- | --- | ---
Arnett-Jackson | Jessica Latrice | R073751, L037711 | Probationary Status Removed | November 21, 2013
Belt | Amanda Dawn | R090980 | Probationary Status Removed | December 17, 2013
Blond | Sarah Ann | L054619 | Reprimand | November 13, 2013
Burnside | Julie Marie Burnside Croom | R085069, L048232 | Probation – 3 years | January 8, 2014
Burrow | Michelle Lynn McDaniel | L043063 | Voluntary Surrender | January 7, 2014
Case | Pamela G. Cupp Baldwin | L015752 | Probationary Status Removed | November 20, 2013
Clenney | Cheri Lisa Clenney Tidwell | R034706 | Probationary Status Removed | November 20, 2013
Corbin | Sherrie L. Richardson | R065953 | Suspension | November 26, 2013
Dalton | Lesley Jean | R081734 | Suspension | December 20, 2013
Dick | Thelma | L054856 | Reprimand | November 13, 2013
Ellenbarger | Sabrina Hope | L054687 | Reprimand | November 13, 2013
Evans | Tracy Renea Sibert Bryan | R072884, L040747 | Voluntary Surrender | December 3, 2013
Flagg | Ashley | L053621 | Probationary Status Removed | November 20, 2013
Fordham | Martin L | R093421 | Reprimand | November 13, 2013
Forga | Jill Kathleen Hutchinson Forga Schaap | R042571 | Probation – 2 ½ years | January 8, 2014
Garner | Charles Wayne | R052046 | Probationary Status Removed | November 20, 2013
Glover | Hapsy Denann Broussard | A003199, R063824, L033878 | Probation – 5 years | January 8, 2014
Goodman | Marvin Lee | C002997, R032929 | Reprimand | November 13, 2013
Goodrich | Thereasa Margaret | R087152 | Probation – 1 ½ years | January 8, 2014

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<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE NUMBER</th>
<th>ACTION</th>
<th>EFFECTIVE DATE</th>
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</thead>
<tbody>
<tr>
<td>Harris</td>
<td>L050282</td>
<td>Probationary Status Removed</td>
<td>November 21, 2013</td>
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<tr>
<td>Harwell</td>
<td>R055285</td>
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<td>Hodge</td>
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<td>Hottinger</td>
<td>L056360</td>
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<td>Jones</td>
<td>L054969</td>
<td>Probation – 5 years</td>
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<td>Kincaid</td>
<td>R044312</td>
<td>Reinstatement, Probation – 3 years</td>
<td>November 27, 2013</td>
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<td>Probationary StatusRemoved</td>
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<td>McCollough</td>
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<td>McLaughlin</td>
<td>A001892, R064059, L037969</td>
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<td>McMurry</td>
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<td>R092352</td>
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<td>R052770</td>
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<td>January 8, 2014</td>
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<td>Petchenik</td>
<td>R070978</td>
<td>Voluntary Surrender</td>
<td>November 18, 2013</td>
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<td>Plyler</td>
<td>A003958, R068154</td>
<td>Probation – 1 year</td>
<td>January 8, 2014</td>
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<td>Rabon</td>
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<td>Voluntary Surrender</td>
<td>November 21, 2013</td>
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<td>Regan</td>
<td>R089757</td>
<td>Probation – 4 years</td>
<td>January 8, 2014</td>
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<td>Rios</td>
<td>L042644</td>
<td>Voluntary Surrender</td>
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<td>Roberts</td>
<td>L040166</td>
<td>Probationary Status Removed</td>
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<td>Sadoski</td>
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<td>Sables</td>
<td>L022048</td>
<td>Probation – 5 years</td>
<td>January 8, 2014</td>
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<td>Sharp</td>
<td>L040123</td>
<td>Probationary Status Removed</td>
<td>November 21, 2013</td>
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<td>Smith</td>
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<td>Voluntary Surrender</td>
<td>November 18, 2013</td>
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<td>Smith</td>
<td>L042145</td>
<td>Voluntary Surrender</td>
<td>January 7, 2014</td>
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<tr>
<td>Steele</td>
<td>R073323</td>
<td>Voluntary Surrender</td>
<td>December 13, 2013</td>
</tr>
<tr>
<td>Strickler</td>
<td>R079008</td>
<td>Probationary Status Removed</td>
<td>December 3, 2013</td>
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<tr>
<td>Taylor</td>
<td>R091849</td>
<td>Voluntary Surrender</td>
<td>January 8, 2014</td>
</tr>
<tr>
<td>Taylor</td>
<td>R094562</td>
<td>Reprimand</td>
<td>November 13, 2013</td>
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<td>Walton</td>
<td>L035291</td>
<td>Voluntary Surrender</td>
<td>December 11, 2013</td>
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<td>Wells</td>
<td>R092354</td>
<td>Probationary Status Removed</td>
<td>November 20, 2013</td>
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<tr>
<td>Westwood</td>
<td>L044671</td>
<td>Probation – 1 year</td>
<td>January 8, 2014</td>
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<td>Williams</td>
<td>R084204</td>
<td>Suspension</td>
<td>January 10, 2014</td>
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<tr>
<td>Woolsey</td>
<td>R080011</td>
<td>Probation – 3 years</td>
<td>January 8, 2014</td>
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<tr>
<td>Young</td>
<td>L046566</td>
<td>Probation – 2 years</td>
<td>January 8, 2014</td>
</tr>
</tbody>
</table>
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