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.

Pinnacle Pointe
Behavioral Healthcare System
1-800-880-3322
www.pinnaclepointehospital.com
11501 Financial Centre Parkway • Little Rock, AR 72211
We are the state’s largest behavioral hospital for ages 5-17. Contact us for a free, confidential assessment.
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.
If you have been a nurse for any length of time, you have heard of the nursing shortage. If you have been a nurse for many years, you have experienced the shortage and can say, “Been there, done that.” However, the current shortage is accompanied by greater threats of gloom and doom than we have seen in the past. Many factors play a role in the current shortage that we haven’t seen before, such as health care reform, retirement of the baby boomers and the recession. This combination has everyone preparing for the worst, which is not necessarily a bad thing. It has spurred many individuals and professional organizations to jump into action and take a proactive approach instead of just sitting back and waiting to see what happens.

In 2010, the Institute of Medicine (IOM) released a landmark report, The Future of Nursing: Leading Change, Advancing Health. This one publication has probably influenced the nursing profession more than any other single publication. The report identified four key initiatives:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy making require better data collection and information infrastructure.

Many of Arkansas’ key nursing leaders joined together to develop a plan of action. As part of the plan, the Arkansas Action Coalition was created. The Arkansas Action Coalition is a diverse group of stakeholders working with the intent of effecting sustainable changes for nursing while working to build a quality health care environment for Arkansans. The Coalition is focusing on six key areas: education, leadership, practice, inter-professional collaboration, diversity and data.

Many states have a workforce center, but Arkansas is not that fortunate. There is no single source of workforce data on Arkansas nurses; instead, multiple organizations have bits and pieces of data. The Board of Nursing has become involved with the Coalition in collecting and reporting workforce data on licensed nurses in our state. The Board has always collected data as part of the initial application process, as well as part of the license renewal process. In 2008, the Board added a set of workforce questions to the end of the RN and LPN online renewals asking questions such as degrees earned, employment setting, type of position and state(s) of licensure. In 2013, the workforce questions were revised in order to comply with the National Nursing Workforce Minimum Datasets for supply, demand and education. This provides the ability to compare data across the United States. I realize this is an extra burden on licensees and educators, but this information is vital to the future of Arkansas nurses. I want to personally thank everyone for completing the workforce questions. These questions definitely lengthen the time it takes to renew online, but with more than 96 percent of Arkansas nurses using the online process, we are able to obtain rich data, which provides a good picture of the Arkansas workforce.

Nurses are the largest group of health care providers and have a large influence on the direction health care is headed. It is vital to our future to be at the table when decisions are made. I challenge each of you to be involved and help chart our future pathway.

Sue A. Tedford

Executive Director’s Message

SUE A. TEDFORD, MNSc, RN

Charting Our Path to the Future
I choose to be unstoppable.

"I’m always on the go. I have a to-do list longer than there is time to do it. The UAMS College of Nursing understood this and helped me advance my nursing career while still balancing my family and busy schedule. Now I’m still on the go, but I’m happier and really heading places!" - Brittany Beasley, BSN, RN

I choose UAMS.

If you are a licensed registered nurse and want to advance your nursing career, we can help with online RN to BSN and RN to Master’s programs designed to fit your busy work schedule and lifestyle, no matter where you live.

www.nursing.uams.edu
President’s Message

KAREN HOLCOMB, RN

ADVICE TO THE NEW NURSE GRADUATE

Nurses are people who devote their life to caring for other people’s physical, mental, social, spiritual and emotional health. Nurses do this not only by taking care of their patients, but also by taking care of their coworkers. When we take care of our new graduates, we are functioning in the role of a mentor.

As a new nurse, you do not have to know it all, but you are expected to know how to access information—even if that means knowing whom to ask.

The first three to four months for new nursing graduates are a shock. Life in general has changed, and you’re moving from an educational culture to a health care culture where there are different expectations. The pressure is on because people’s lives are at stake. It is sometimes tense in our workplaces. People’s lives, or at the very least, the quality of their lives, can feel threatened. It can be a frightening time and patients are looking to their health care team to handle things.

Make no mistake—these new nursing graduates are bright, creative and eager to practice. Mastering the skill of providing quality, independent care doesn’t happen overnight. In fact, there are three four-month stages over the first year of professional practice for the newly graduated nurse. At each stage, it’s important for managers, supervisors and educators to be ready and strategic as they mentor and support the progression from dependent to independent to interdependent practitioner. This graduated progression of autonomy in practice breeds a sense of confidence in the assessments, judgments and decisions nurses make. Feeling anxious about this transition is common. What you’re feeling is normal. Nursing graduates may think they’re the only ones feeling anxious or thinking they are incompetent, but there are others going through the same experience.

ANSELL ANNOUNCES OUTSTANDING WINNERS OF THE 2014 ANSELL H.E.R.O. NURSE SERVICE AWARD

Ansell, a global leader in protection solutions, recently announced the winners of the 2014 Ansell H.E.R.O. [Heal, Educate, Reach, and Overcome] Nurse Service Award, established to recognize nurses who have made lasting impressions on their peers, patients, profession, and community.

The 2014 contest was launched at the 61st annual AORN (Association of PeriOperative Registered Nurses) Congress held March 30 - April 2, 2014 in Chicago, IL. The program began with nurses being nominated by their peers, followed by a voting period. The 10 nominees receiving the most votes from peers, friends, and family, were named the winners of the 2014 Ansell H.E.R.O. Nurse Service Award. Each winner will receive a H.E.R.O. Nurse Service Award Plaque, nursing reference book of their choice, and will have their story profiled online at www.ansellhero.com. This year’s winners, nominated by their peers and selected among 81 nominees as deserving of this honor, from Arkansas are:

Linda Easter, RN, Neurology Specialty Nurse, Arkansas Children’s Hospital
Belva Dyer, RN, Rehabilitation Specialty Nurse, Arkansas Children’s Hospital

“On behalf of everyone at Ansell, we would like to congratulate all of the nominees, especially the very deserving top 10,” says Anthony López, President and General Manager, Medical Solutions at Ansell. “Our appreciation and admiration for what nurses do is endless, and we are thrilled that this year’s program has received such exceptional exposure, so that these nurses can be widely recognized for their tireless contributions.”
2014 NCLEX® REGIONAL WORKSHOP

More than 100 nursing program educators from Arkansas met at UAMS March 6, 2014. Nicole Williams, MSN, RN-BC and Terrence Wright, MA with the National Council of State Boards of Nursing (NCSBN), led the workshop by educating the group on how the NCLEX® RN and PN exam is developed from the initial practice analysis, development of exam questions and reports following the exam. Educators had the opportunity to work in small groups and develop NCLEX style questions using item writing principles learned during the workshop. Overall, educators came away with resources and ideas to strengthen their programs and provide students with an understanding of the structure and importance of the NCLEX.

Board Business

2014 BOARD DATES

- August 12-13: NCSBN Annual Meeting, Chicago, IL
- September 11: Hearings
- September 12: Business Meeting
- October 8: Hearings
- October 9: Hearings
- November 5: Hearings
- November 6: Hearings

President Karen Holcomb presided over the hearings held on June 11-12 and July 9-10.
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 L016658
Jessica Gonzalez Exam Application
Amber Sanders R073529
Nathan Shaheed T001220
Angela Shuptert L037543
June Elizabeth Sivils L030290
Della Williams L028175

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.
10th Annual NURSING EXPO Celebration

Over the past 10 years Publishing Concepts events have raised over $250,000 in Nursing Scholarships!

SATURDAY DEC. 6, 2014
Metroplex Event Center - Little Rock • 9am till 3pm
I-430 & Col. Glenn Road • 10800 Colonel Glenn Rd, Little Rock 72204

Nursing • Jobs • Education • Healthcare • Allied Health and More!

FREE ADMISSION and RESUME REVIEW!

Looking for a career change? • High school grad looking for a school? • Nurse or student Nurse looking for the perfect opportunity? Well, here it is...

DON’T MISS THIS EXPO! It’s the single largest gathering of healthcare providers, educators and recruiters ever assembled, in one place, at one time, in this entire region!

MAJOR SPONSORS THAT MAKE THESE SCHOLARSHIPS POSSIBLE

The Healthcare Industry is thriving and jobs are available right now! RECRUITERS ARE ANXIOUS TO TALK TO YOU! DON’T MISS OUT!

FOR INFORMATION CALL SUZANNE AT 221-9986 ext. 101

All proceeds from this event benefit nursing & nursing scholarships.
Patients in Arkansas benefit from the latest technological advances in life-saving health care, but it can come at the risk of acquiring a health care associated infection (HAI). HAIs are among the leading causes of preventable deaths in the United States and the most common complication of patient care in hospitals, ambulatory and long-term care facilities, and home health agencies. The Agency for Healthcare Research reports there are 1.7 million infections and nearly 100,000 deaths from HAIs each year; costing the U.S. health care system $20 billion annually.

To provide the highest quality health care your community deserves and expects, it is crucial to aggressively and comprehensively address HAI prevention. The actions of nursing staff in all settings are crucial to reducing HAIs. Efforts to support infection prevention staff and make infection control a priority for you and your colleagues will reduce HAIs and preventable deaths. Quality data are increasingly tied to reimbursements and penalties, and are now publicly reported. HAIs can no longer be relegated to a behind-the-scenes aspect of patient safety.

According to the Centers for Disease Control and Prevention’s (CDC) latest HAI Progress Report, Arkansas hospitals are better at controlling central line-associated bloodstream infections (44 percent lower) and surgical site infections with abdominal hysterectomy (19 percent lower) than the national baseline. However, catheter-associated urinary tract infections were 11 percent higher.

HAIs directly affect the bottom line of every health care setting. Hospitals that fail to report HAI measures could risk receiving full Medicare annual payment updates. For FY 2015, the Centers for Medicare & Medicaid Services will implement the hospital-acquired condition (HAC) reduction program. This could penalize Inpatient Prospective Payment Systems (IPPS) hospitals by 1 percent of their Medicare reimbursement if they rank among the worst-performing 25 percent with regard to HACs; HAIs carry 65 percent of that score. Payment adjustments to IPPS hospitals will begin October 1, 2014.

How to Prevent HAIs
The following outlines the CDC’s top recommendations to prevent specific types of HAIs:

Catheter-associated urinary tract infections:
- Insert catheters only when appropriate; consider alternatives
- Leave catheters in place only as long as needed
- Allow only trained persons to insert and maintain catheters
- Use aseptic technique and sterile equipment when inserting catheters
- Maintain a closed drainage system
- Maintain unobstructed urine flow
- Consider using portable ultrasound to assess urine volume to reduce unnecessary catheterizations
- Consider antimicrobial/antiseptic-impregnated catheters

Central line-associated bloodstream infections:
- Remove unnecessary central lines
- Follow proper insertion practices and hand hygiene
- Use appropriate agent for skin antisepsis
- Perform hub/access port disinfection
- Educate staff on central line maintenance and insertion
- Consider chlorhexidine-impregnated dressings and chlorhexidine–bathing

Surgical site infections:
- Administer antimicrobial prophylaxis; adjust dosage for obese patients; redose during procedures longer than three hours
- Treat remote infections before elective surgery
- Avoid hair removal at operative site; do not use razors
- Use antiseptic agent and technique for skin preparation
- Keep OR doors closed during surgery
- Maintain immediate postoperative normothermia
- Protect primary closure incisions with sterile dressing
- Screen preoperative blood glucose level and control level during postoperative to maintain tight blood glucose control
- Consider nasal screening and decolonization for Staphylococcus aureus carriers

Clostridium difficile infection prevention:
- Use contact precautions for duration of diarrhea; consider extending 48 hours beyond duration of diarrhea
- Disinfect equipment and environment
- Implement lab-based alert system for immediate notification of positive test results
- Educate healthcare personnel, housekeeping, patients, family and administration about Clostridium difficile infection
- Presumptive isolation for symptomatic patients pending C. diff infection confirmation
- Evaluate and optimize testing for C. diff infection
- Implement hand hygiene before exiting room of infected patient
- Implement universal glove use on units with high C. diff infection rates
- Use bleach or sterilants for environmental disinfection

SOURCE: Centers for Disease Control and Prevention, National Center for Emerging and Zoonotic Infectious Diseases, March 23, 2012
NURSE EMPLOYERS

Chicago – The National Council of State Boards of Nursing (NCSBN) will now provide automatic licensure, discipline and publicly available notifications quickly, easily, securely and free of charge through Nursys e-Notify. Nursys is the only national database for licensure verification, discipline for registered nurses (RNs), licensed practical/vocational nurses (LPN/VNs) and advanced practice registered nurses (APRNs). Nursys data is pushed directly from participating boards of nursing’s databases through frequent, secured updates. Nursys is live and dynamic, and all updates to the system are reflected immediately. Nursys is designated as a primary source equivalent database through a written agreement with participating BONs. NCSBN posts licensure and discipline information in Nursys as it is submitted by individual BONs. Institutions who subscribe to this innovative service do not have to proactively seek licensure or discipline information about their nurses because that information will be sent to them automatically. The e-Notify system alerts subscribers when modifications are made to a nurse’s record, including changes to:

- License status;
- License expirations;
- License renewal; and
- Public disciplinary action/resolutions and alerts/notifications.

If a nurse’s license is about to expire, the system will send a notification to the institution about the expiration date. If a nurse was disciplined by a BON, his/her institution will immediately learn about the disciplinary action, including access to available documents. Institutions can learn more about Nursys e-Notify by viewing an introductory video at www.ncsbn.com. For questions, contact nursysenotify@ncsbn.org.

Lighting the Way for the Future of Nursing
2014 ASBN Continuing Education Workshop

SCHEDULE

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 a.m.</td>
<td>ASBN 101</td>
</tr>
<tr>
<td>9:00 a.m.</td>
<td>Navigating Safely Through Social Media</td>
</tr>
<tr>
<td>10:00 a.m.</td>
<td>Break</td>
</tr>
<tr>
<td>10:15 a.m.</td>
<td>Swimming with the Sharks: Creating a Healthy Work Environment</td>
</tr>
<tr>
<td>11:00 a.m.</td>
<td>View From the Lighthouse: ASBN Perspective</td>
</tr>
<tr>
<td>12:00 noon</td>
<td>Lunch</td>
</tr>
<tr>
<td>12:45 p.m.</td>
<td>Avoiding the Rocky Shores: Issues of Liability</td>
</tr>
<tr>
<td>1:30 p.m.</td>
<td>“I'm Allergic to Tylenol, but Percocet Works Great!” Drug Diversion &amp; Tools to Combat Drug Abuse</td>
</tr>
<tr>
<td>2:30 p.m.</td>
<td>Break</td>
</tr>
<tr>
<td>2:45 p.m.</td>
<td>Zapping Your Fear of NCLEX®</td>
</tr>
</tbody>
</table>

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

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

November 13
Northwest Arkansas Community College, Shewmaker Center For Workforce Technologies, Room B102, 1000 S.E. Eagle Way, 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:    [ ] September 18                      [ ] November 13

NAME ____________________________ LICENSE NUMBER __________________

CITY ____________________________ ZIP __________________ PHONE __________________

ARANDRASSSTATE BOARD OF NURSING · 1123 S. UNIVERSITY, #800 · LITTLE ROCK, AR 72204 · 501.686.2700 · WWW.ARSBN.ORG
The Nightingale Pledge states that we, as nurses, will devote ourselves to the welfare of those committed to our care. Thankfully, most of us adhere to this principle. Recently, however, the Arkansas State Board of Nursing (ASBN) received several complaints of nurses failing to initiate cardiopulmonary resuscitation (CPR) when it was indicated. This is certainly inconsistent with this oath and is a violation of the Nurse Practice Act.

The ASBN does not require a nurse to maintain current CPR certification. This is not a requirement for licensure. The requirement is usually facility specific and may be a condition of employment. Nurses do, however, have the responsibility to maintain competency in nursing practice, and any nurse working in a patient care setting where CPR may be necessary has the obligation to maintain continuing competence in this area. Nurses should use their professional judgment when making a decision to maintain CPR certification.

The ASBN does not have a position statement with regard to this issue. However, all nurses have an obligation and must initiate CPR on a patient in a health care setting who requires resuscitative measures, with a few exceptions. The Public Health and Welfare Committee of the Arkansas Legislature in 2012 issued A.C.A. § 20-17-104 addresses withholding cardiopulmonary resuscitation in nursing facilities for unwitnessed deaths. This law can be accessed at http://www.Arkansas.gov/fdemb/pdf/.

The other exception is when a Do Not Resuscitate (DNR) order exists. This document is a medical order and must be signed and dated by a physician in order to be valid. It is not considered within the nurse’s scope of practice to determine that CPR will be withheld. The DNR order must also be accessible and known to all appropriate nursing personnel. Determining a patient’s code status should not delay the initiation of CPR. The American Heart Association (AHA) states any delay can dramatically decrease the chances of survival.

The initiation of CPR does not require a medical order. It is based on implied consent for emergency treatment. The termination of CPR in hospital arrests, however, lies with the treating physician. The AHA has designated guidelines regarding the termination of CPR outside of a healthcare facility.

Documentation is a critical piece of patient care. The written record is essential to ongoing evaluation and treatment and providing safe and effective care. Failing to accurately or intelligibly report or document is also a violation of the Nurse Practice Act.

Failure to initiate CPR in a witnessed arrest, when a DNR is not applicable, violates The Arkansas Nurse Practice Act and the Board Rules, Chapter 7, Section IV. Specifically, this violates (a) 2, which is guilty of crime of gross immorality and (a) 6, which is guilty of unprofessional conduct.

The law states that nursing facilities and licensed nurses of those facilities who withhold CPR from persons needing resuscitative measures may also be at risk for administrative sanctions, civil damages, or subject to criminal prosecution. These cases are subject to investigation and prosecution by the Arkansas Attorney General’s office.
According to the Arkansas State Board of Nursing (ASBN) Nurse Practice Act Sub Chapter 3, A.C.A. § 17-87-312, no person shall be eligible to receive or hold a license issued by the board if that person has pleaded guilty, nolo contendere, or been found guilty of any of the offenses (as identified in A.C.A. § 17-87-312). The law applies to licensed nurses as well as those individuals seeking licensure. This includes new graduates, nurses applying for licensure from other countries or states, and nurses applying for advanced practice.

As students enrolled in Arkansas nursing education programs begin to submit their application for licensure examination, some applicants have prior offenses that require further investigation, so the ASBN staff receives questions regarding the Criminal Background Checks, required documentation and associated investigation. Here are some frequently asked questions:

Q: What does this mean if I want to become a nurse?
A: An individual who has pleaded guilty, nolo contendere, or been found guilty of any of offenses (as identified in A.C.A. §17-87-312) may not be eligible for licensure in Arkansas. Certain offenses are considered a bar for licensure in Arkansas. If the offense is determined to be a permanent disqualification, an individual does not have the ability to request a waiver from the Board. An individual should review the ASBN Nurse Practice Act (A.C.A. § 17-87-312) at the site identified herein.

Q: Are there any crimes that are considered a permanent bar to licensure?
A: Yes. Even if a record is sealed or expunged, the offenses must be disclosed to ASBN. When an individual has an offense that is sealed or expunged, a judge will issue an order to expunge or order to seal the record. If you believe an offense has been expunged or sealed, you should confirm this with your lawyer or the court. You should have the court submit the order to seal or expungement documentation to ASBN for review. You mark “yes” on the examination application screening question regarding a prior conviction and provide court documentation regarding the order, judgment and restitution of the offense(s).

Q: I have offenses in my past that have been sealed or expunged. Do I have to report these to the ASBN or provide documentation?
A: Yes. Even if a record is sealed or expunged, the offenses must be disclosed to ASBN. If your offense(s) have been sealed, dropped or nolle prossed, you must ensure that you report these to the ASBN or provide court documentation.

Q: I have offenses in my past that have been dismissed, dropped or nolle prossed. Do I have to provide documentation?
A: Yes. Even if your offense(s) have been dismissed, dropped or nolle prossed, without any court ordered stipulations, it may show up on the criminal background check report. In that situation, you will be required to provide documentation reflecting the action. You will be required to provide documentation even if adjudication is withheld or if a suspended imposition of sentence occurred.

Q: I have offenses in my past that occurred so long ago that I cannot obtain documentation or it is difficult to obtain the documentation. What do I need to do?
A: Obtaining the required documents

CRIMINAL BACKGROUND CHECK OF NEW GRADUATES & FREQUENT QUESTIONS
may be challenging. However, it is your responsibility to request and provide the documentation required for review of your case. In the event that the court states that documentation is unavailable (has been destroyed, purged, etc.), request that the court submit a statement to ASBN indicating the respective search dates and the reason documentation is unavailable.

Q: I have offenses that occurred in another state. Do I need to report these?  
A: Yes. All offenses, regardless of the state or jurisdiction must be reported and respective documentation provided to ASBN.

Q: I have applied for licensure and have an ongoing charge/offense/case/probation. Will this affect my application?  
A: Yes. You must complete all court ordered obligations before your case will be reviewed.

Q: I have had a criminal background check report conducted before. Can this be used instead of doing a new one for ASBN?  
A: No. A criminal background check conducted for another agency is not acceptable. Each first time applicant for a license issued by ASBN shall apply to the Identification Bureau of the Department of Arkansas State Police for a state and national criminal background check, which is conducted by the Federal Bureau of Investigation. Upon completion of the criminal background check, the Identification Bureau of Arkansas State Police will forward your results to the ASBN.

Q: I have had a criminal background check conducted, and it never showed anything. Why does the one that the ASBN conducted show something?  
A: The criminal background check conducted by the ASBN is thorough. You should be forthcoming and honest when answering the ASBN application screening questions. Offenses may appear on the report that may not have appeared in previous reports you have had conducted.

Q: How do I know whether I have been convicted of a crime?  
A: You have been convicted of a crime if you have pled guilty to, entered a Nolo Contendere (No Contest) plea, or were found guilty of a criminal offense in any court. Additional variables may have determined your offense outcome; you may contact the court in the county where the offense occurred to determine whether the offense resulted in a conviction and was a misdemeanor or felony offense.

Q: I am an LPN, and I am completing nursing school. Do I need to resubmit documents I have already submitted to ASBN?  
A: Typically, previously submitted documents remain on file and do not have to be resubmitted if no additional offenses have occurred. You should attach a letter to the ASBN application explaining that documentation has been previously submitted. Your application will go through the review process again. In the event that additional documentation is required, we will contact you. The criminal background checks are valid for one year; you will be required to resubmit the criminal background checks if it has been greater than one year.

Q: I failed the NCLEX. Do I need to resubmit documents with my Rewrite Examination Application?  
A: Typically, previously submitted documents remain on file and do not have to be resubmitted if no additional offenses have occurred. The licensure applicant should attach a letter to the application explaining that documentation has been previously submitted. Your application will go through the review process again. In the event that additional documentation is required, we will contact you. The criminal background checks are valid for one year. You will be required to resubmit the criminal background checks if it has been greater than one year.

Q: Do I need to report traffic violations?  
A: No. You are not required to report traffic violations (speeding, no insurance, etc.) to the ASBN. DWI’s and similar offenses are required to be reported. In the event that you failed to pay (FTP) or failed to appear (FTA) for traffic related offense(s) and pled guilty, nolo contendere or were convicted of this offense(s), you should report these, and you will be required to provide documentation that reflects resolution of the offense(s).

Q: Do I need to submit a letter of explanation with my application if I have a criminal record in my background?  
A: Yes. You must attach a personal letter of explanation to the ASBN application. The self-explanatory letter should identify the timeline of offense(s) and describe each offense in your own words. You should discuss specific information in the letter including, but not limited to, the circumstances related to the offense(s), behavior(s) that led to offense(s), and your conduct since. If applicable, you should discuss any rehabilitative efforts since the offense(s). The letter needs to be legible and may be handwritten or typed. Please sign and date the letter and submit it as identified herein.

Q: Should I mark yes to “Have you ever been convicted of a misdemeanor or felony, pled guilty or nolo contendere to any charge in any state or jurisdiction?” if I was arrested but charges were dropped or nolle prossed without any stipulations?  
A: You are not required to report charges or offenses that did not result in a conviction. However, in the event that an arrest(s), charge(s) or offense(s) appears on the criminal background check(s), you will be required to provide official court documentation that reflects that the charges have been dropped or nolle prossed.

Q: I had a conviction when I was a juvenile, but my attorney told me it was expunged from my record. Do I have to report it? If I have to report it, what documents do I have to submit?  
A: Yes. In the event that your offense(s) occurred as a juvenile, you should contact the juvenile division of the court in the county were the offense(s) occurred to obtain a letter regarding the status of your offense(s). Even if a record is sealed or expunged, the offenses must be disclosed to ASBN. When an individual has an offense that is sealed or expunged, a judge will issue an order to expunge or seal the record. If you believe an offense has been expunged or sealed, you should confirm this with your lawyer or the court.

Q: I am a new graduate, and I want to go to work as soon as possible. Can I have a temporary permit while my case is under review?  
A: No. A temporary permit will not be issued until completion of the investigation and your eligibility has been determined.

Q: I am a new graduate; can I take the NCLEX® while my case is being reviewed?  
A: No. Permission to take (Authorization to Test) the National Council Licensure Examination (NCLEX®) will not be extended until completion of the investigation and your eligibility has been determined.

Q: I am currently enrolled in a nursing program. I was recently arrested and my charges will be dropped after I complete probation. Should I submit court documents now or wait until after I complete probation?  
A: You should have closure with the court prior to application and your case being reviewed. Whether you apply now or after the charges are dismissed, you must still report the issue, and it will be part of the investigative review. However, you will not receive a temporary permit or be approved to take the exam until after you are off of probation and have met all court stipula-

continued on page 16
tions. You should refer to the A.C.A. code of the charge, to see if it falls within the list of bars to licensure (A.C.A. § 17-87-312). Following completion of probation, you will need to have the court or probation officer submit a letter regarding completion of your court ordered probation.

Q: How long will it take to review my file?
A: Unfortunately, we are unable to provide a specific time frame to an applicant regardless of the type of case. The nature of an offense and associated variables impact the time required to review a case. Review is on a case-by-case basis and may take longer depending on the nature of your offense(s), the rate at which you submit required documentation and the volume of applications received by ASBN.

Q: I am still in nursing school, can I submit my paperwork to ASBN before I graduate so it is reviewed faster?
A: ASBN cannot expedite the review process; each application is reviewed on a case-by-case basis and processed in the order they are received. Your case cannot be reviewed until the ASBN application for licensure is received and the results of your state and federal criminal background checks are in our office.

Q: My criminal background check came back with an offense I forgot to include on my application, what do I need to do?
A: You must provide information concerning the offense before the review process can be completed.

Q: What type of documentation do I need to submit if I have a prior offense(s)?
A. You are required to submit specific documentation regarding each offense(s). Refer to the Criminal Background Check Information that is located on our website at www.arsbin.org for a detailed list of required documentation.

Q: I have received a denial letter from the ASBN that states I may request a waiver, what do I need to do now?
A: If you have received a denial letter from the ASBN based on an offense that is identified as a bar to licensure, it will identify the offense that is considered a bar for licensure in Arkansas. Information in the letter will identify what additional documentation you will be required to submit. The waiver request must be received by the Board within thirty (30) days from the date of the letter; specific instructions for submission are contained within the letter.

Q: I have submitted a waiver request as identified in the denial letter that was sent to me from the ASBN. How many references/recommendations do I need to submit?
A: There are no specific requirements on the number of references or recommendations you need to submit to the ASBN. You will want to obtain a number that will provide a wide range of information related to your behavior/character, etc. Have the individual sign the reference/recommendation and include his or her full contact information.

Q: I have received a denial letter from the ASBN that states my application has been denied but I do not have any offenses that are identified as a bar to licensure. Why would this occur?
A: An ASBN application for licensure may be denied for reasons other than a bar to licensure. The specific reason for a denial will be delineated in a letter you receive from the ASBN.

---

RN TO BSN ONLINE
CCNE ACCREDITED

Affordable Tuition
All Courses Offered Online
WORK FULL TIME WHILE EARNING YOUR DEGREE

► 100 percent online with no campus visits
► Accredited by Commission on Collegiate Nursing Education (CCNE)
► Field experiences in your region
► No out-of-state tuition

Graduate Nursing Programs
Also Available

Call or go online today.
(573) 986-7306
www.semo.edu/nursing/rn

Southeast
Missouri State University™
Cape Girardeau

16 501.686.2700

Update
What is different about being a pediatric nurse?
YOU make a difference in the life of a child!

Our experienced nurses come to work at Arkansas Children’s Hospital because of the culture that only a children’s hospital can provide and the opportunity to truly make an impact on the life of a child. Every day.

AT ACH, NURSES ENJOY:
• New experiences every day with an ever-changing patient population
• A team of enthusiastic care providers who love working with kids
• A leadership team that role models hospital values
• A culture that provides a supportive and FUN work environment

Who says Continuing Education can’t be fun?

Join ThinkNurse and Poe Travel for our 9th Annual CE Cruise. Cruise the Caribbean on Carnival’s Dream while you earn your annual CE credits and write the trip off on your taxes! Prices for this cruise and conference are based on double occupancy (bring your spouse, significant other, or friend) and start at only $838 per person (not including airfare to New Orleans). A $250 non-refundable per-person deposit is required to secure your reservations. Please ask about our Cruise LayAway Plan!

South Central Accreditation Program (SCAP) is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

For more information about the cruise and the curriculum (to be determined by Aug. 30, 2014) please log on to our Web site at thinknurse.com or call Teresa Grace at Poe Travel Toll-free at 800.727.1960.

Healing is in our nature.®
For more than 30 years, the Jefferson Regional Medical Center (JRMC) School of Nursing has supported the Pine Bluff/South Arkansas medical community by offering a diploma in Registered Nursing. However, diploma programs are fading fast, and beginning in 2015, JRMC will switch to an Associate of Applied Science in Nursing degree.

“Right now, there are three ways to become a registered nurse in the U.S.: a Bachelors of Science degree, an Associates degree and the diploma program,” says Kathy Pierce, Director of the School of Nursing. “However, the healthcare industry is heavily promoting higher education, and as a result, diploma programs are dwindling. In fact, there are only 47 diploma nursing programs left in the United States.”

“A few years ago, the Institute of Medicine published a two-year assessment of the nursing profession,” says Louise Hickman, JRMC’s Chief Nursing Officer and Vice President of Patient Care Services. “That assessment concluded that the ways in which nurses have been trained are no longer adequate for the healthcare needs of the 21st Century, and called for higher levels of nursing education. Students who graduate with a degree feel a greater level of prestige because of their title, and it simplifies the process of pursuing even higher degrees. JRMC and South Arkansas have always relied heavily on the school for staffing, and we want our students to continue to be in line with nursing students around the nation.”

At the JRMC School of Nursing, applications are currently being accepted for the first Associates class, which begins in January. Up to 50 students can be accepted for the program. 2015 will be a transition year, with one diploma class and one associates class running concurrently, and in 2016, for the first time ever, the JRMC School of Nursing will offer two Associates classes – one starting in January and one starting in July.

“Most of the educational content is the same,” Pierce says, “but there will be a reduction in the number of credit hours and the number of core nursing hours. The diploma program required 24 months of study, where the Associates degree will only require 17 months. As a result, students can get their RN degree in as little as a year and a half, which means they can enter the workforce more quickly, but it also means that more material will have to be covered in a smaller amount of time.”

There has also been a change in the pre-reqs that must be completed. Anatomy and Physiology I and II, English Composition I and Microbiology must be completed before starting classes at the School of Nursing; English Composition II, Technical Math, Intro to Computers and general Psychology can be taken while attending nursing school. “We strongly encourage our students to complete their pre-reqs locally, at either Southeast Arkansas College or the University of Arkansas at Pine Bluff,” says Pierce. Financial aid programs at JRMC will continue to be available.

The JRMC School of Nursing was opened in 1981, in direct response to a need in the local healthcare community. “In the late 1970’s, it became increasingly difficult to recruit nurses and fill open positions at the hospital,” says JRMC President and CEO Walter Johnson. “It became clear that to meet our needs, we would have to train our own nurses. Since the first
class graduated in 1983, we have seen approximately one thousand students graduate from the program, and we have continued to upgrade and improve the school as the needs of our students change.” This commitment to excellence also benefits the communities in JRMC’s eleven-county service area. “The location of our school of nursing makes it easier for residents to pursue a career in the nursing field, to find jobs close to home and to feel confident about the care provided at our hospital. Many of our graduates are employed by JRMC, as well as other South Arkansas hospitals and facilities, which allow students to remain in this part of the state and contribute to the growth of their communities.”

JRMC’s School of Nursing has had a long history of support from health-care professionals, business leaders and residents of Pine Bluff and communities to the South. The earliest classes at the school were taught in JRMC’s Chapel, but the desire to succeed was stronger than any architectural obstacles. The class of 1983 featured then-Governor Bill Clinton as the guest speaker, and every single student passed their state board exams. “Since that time, the school has moved into a state-of-the-art facility, and adopted a much more ambitious curriculum, but we have never lost sight of the need to better ourselves,” says Johnson. “This school has a direct impact on our economy, our workforce and the health of the local community, as well as Southeast Arkansas, so it’s vital that it remains relevant and competitive.”

In 2007, the JRMC Board of Directors made a fundamental commitment to enhance and support the school as it moved into the future. The School of Nursing sought and received a $1 million federal grant. That grant, along with funds from JRMC, were used to renovate the building and add a state-of-the-art skills lab, an advanced audio/visual teaching system, and several simulation mannequins for students to practice with. “Those are the types of tools that students wanted and needed to move forward in the medical field,” says Louise Hickman. “It’s the same with the Associates Degree. One day there will be no more diploma programs, and we want to be ahead of the times, not behind.”

“The support we’ve received from the community is tremendous,” says Walter Johnson. “We all recognize the need to recruit and retain qualified nurses in Southeast Arkansas, and we are very excited about the possibilities that lie ahead for the JRMC School of Nursing.”

For information about the JRMC School of Nursing, call 870-541-7858. For information about nursing positions at JRMC, call recruiter Debbie Robinson at 870-541-7774.
No one seeks out prescription medications with the goal of becoming addicted. Many addictions begin with treatment for an injury, but the person continues taking the medication after the injury has healed. Abuse of these medications causes neural pathway changes in the brain that alter the reward center, causing a person to have an intense craving for continuation of the drug.

There are several factors that contribute to addiction, such as genetics, psychosocial and environmental factors.

Per Drug Enforcement Administration (DEA) statistics, in 2011, more than 136 million prescriptions were written for hydrocodone. Approximately 2 million people in the United States are addicted to opioid pain relievers. As of November 2011, drug overdoses surpassed traffic deaths. In Arkansas, the DEA reports hydrocodone/acetaminophen is the most prescribed prescription controlled substance medication with approximately 200,000 prescriptions filled over the last four months. Xanax came in second, followed by Tramadol and Oxycodone. Some drug seekers do not obtain the drug for personal use, but rather sell it. For example, depending on the milligram strength and whether it is brand name or generic, the street value for hydrocodone is 75¢ to $25 per pill. OxyContin's street value is $8 to $50 per pill.

Unfortunately, the answer to this question is YES! Not only do nurses need to be aware of drug-seeking behavior and recognizing addiction in patients, but also in peer health care providers. Arkansas’ statistics are slowly improving for prescription drug abuse of controlled substances, but it is still a big enough issue that all levels of licensed nurses should be conscious of—especially APRNs with prescriptive authority. In 2007, Arkansas had the worst prescription drug (pain reliever) abuse in the teenage population in the United States. Since then, we have improved to the No. 3 slot.
milligram OxyContin pill is relatively equivalent to 36 Percocets. The “Trinity” combination of hydrocodone, Xanax, and Soma when taken together provides a “heroin” effect, which is why prescribers and nurses should pay close attention to the combination of controlled substances that their patients are taking. The Centers for Disease Control (CDC) reported that prescription drug abuse is the fastest growing drug problem in the United States.

Another shocking statistic is that one in five nurses is or has had a prescription drug addiction, which is why health care providers and employers should be aware of addictive behaviors and impairment of judgment. Over the next year’s editions of the ASBN Update, we will explore more about prescription drug abuse including understanding the disease of addiction, drug-seeking behaviors in patients and co-workers, how to handle drug-seeking patients, and red flags that health care employers should monitor.
“I tried to renew my license online, but am not sure if it went through.” This is something we hear often. There is one way to be sure it “went through.” When you have completed the online process of renewing your license, a confirmation page is displayed. This means you have successfully completed the process, and we have received your payment information. It is always a good idea to print the confirmation page to keep as proof of payment, so if you have a problem, we can use your confirmation number to look up your payment. Also, if your employer reimburses you for your license renewal fee, this can serve as a payment receipt for that purpose as well.

Your license renewal is not something you want to pay twice because you weren’t sure if your payment was received. It is also something you do not want to let lapse because you thought it worked when it didn’t. So, if you are uncertain if you have completed the online process because you did not see a confirmation page, check with the board to make sure we received your payment.

The best way to ensure your online license renewal is successful is to:

- read carefully
- answer everything
- double-check before you submit
- print your confirmation page

Join our nursing team where nurses are empowered, challenged and engaged. We have immediate needs for Critical Care and Cardiac nurses and encourage experienced nurses to apply. We also have many opportunities for new graduates.

**We have new pay incentives and a clinical ladder program.**
If you would like more information for the Critical Care positions, please call Carolann Love at 479-441-5457, all other inquiries call Theresa Phillips at 479-441-5458.

---

**DID IT WORK?**

Darla Erickson, CPA,
Administrative Services Manager

---

**FACULTY POSITION AVAILABLE**

All candidates must be active members of the church of Christ and committed to Christian education.

**Harding University Carr College of Nursing**
Seeking full-time faculty member for Master of Science in Nursing, family nurse practitioner track for spring 2015. The successful candidate should maintain an active, unencumbered nursing license; be eligible for RN and APRN licensing in the state of Arkansas; have a minimum of a graduate degree in nursing; be currently, nationally certified as a family nurse practitioner; and have work experience in a primary care practice. Teaching experience is preferred. A candidate with a Ph.D., D.N.P. or related doctoral degree is required, and an experienced, qualified applicant currently pursuing a doctoral degree will be considered. Responsibilities include teaching graduate nursing courses, working collaboratively in shared governance with administration and faculty, teaching online courses, and participating in program development and implementation.

Please contact Dr. Susan Kehl, dean, at skehl@harding.edu, Box 12265, Searcy, AR 72149, or 501-279-4941.
A Comparison of Student Perceptions: Online and Face-to-Face Learning

FREE SUBSCRIPTION TO StuNurse MAGAZINE!

StuNurse targets student nurses as well as nurses advancing their education across the RN – PhD career tracts. We offer nurse employers and businesses a unique channel to enhance their name recognition and prestige nationally with a new generation of nurses and leaders.

To introduce your message to qualified nursing candidates contact: Michele Forinash @ 1- 800-561-4686 ext.112 or e-mail mforinash@pcipublishing.com

Mind Mapping: How It Can Help You Write a Better College Paper

EXPERIENCE MORE, EXPERIENCE MERCY.

For additional information you can visit our website at www.mercy.net/careers or contact:
Mercy Northwest Arkansas
Human Resources
2710 Rife Medical Lane
Rogers, AR 72758
Phone: 479-338-3141
EEO/AA/Minorities/Females/Disabled/Veterans
The University of Arkansas at Little Rock (UALR) Department of Nursing wishes to announce that it will host a site review for continuing accreditation of its Associate of Applied Science (AAS) and RN-BSN (Baccalaureate) nursing programs.

You are invited to meet the site visit team and share your comments about the programs in person at a meeting scheduled at 4:00 p.m. on September 24, 2014 at the UALR Nursing Building, Room 205.

Written comments are also welcome and should be submitted directly to:
Office of the Chief Executive Officer
Accreditation Commission for Education in Nursing
3343 Peachtree Road NE, Suite 850
Atlanta, GA 30326
Or e-mail: sjtanner@acenursing.org

All written comments should be received by the ACEN by September 15, 2014.

Minimum Job Requirements
1. Arkansas Registered Nurse license and in good standing with at least 3 years of clinical practice experience.
2. CCM Certification required. If certification not obtained prior to employment, must be eligible to sit for exam by the second year of employment.
3. A bachelors (or higher) degree in a health related field preferred.
4. Experience in case management, home health, critical care, medical/surgical, social work, discharge planning or concurrent review.
5. Marketing experience preferred.

We offer an excellent benefit package and competitive salary. To view position descriptions and complete an application please visit our website.

www.arkansasbluecross.com

Arkansas Blue Cross
Blue Shield
Caring for your future

RN Care Case Manager
This position is responsible for case management (excluding Behavioral Health) initiating a collaborative process which assesses, plans, implements, coordinates, monitors and evaluates the options and services required to meet an individual's health needs, utilizing plan benefits and community resources. The incumbent will utilize communications and available resources to promote quality and cost effective outcomes.

Immediate opening for Registered Nurses

* Graduate of an accredited nursing program.
* Current Arkansas RN license.
* Less than one year nursing experience or nurse that has been absent from active hospital nursing for more than 5 years.

Go to Griffey's Uniforms Website

Have you heard??
Griffey’s has FOUR locations in Central Arkansas!!
Little Rock - North Little Rock
Conway - Hot Springs !!!

$5.00 OFF ANY TOTAL PURCHASE
OF $25.00 OR MORE
(one coupon per customer)

For more information and to apply online at
baptist-health.com/jobs

www.griffeysuniforms.com

4 LOCATIONS TO SERVE YOU:
8609 West Markham, LR
501.225.6007
4000 McCain BLVD
501.758.7608
813 Oak Street, Conway
501.329.6007
315 Section Line Rd., Ste. F, Hot Springs
501.525.1007
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>CITY</th>
<th>ACTION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abrahamson Ashley Elizabeth</td>
<td>L052875</td>
<td>Mt. Home</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Able Jonathan</td>
<td>L049745</td>
<td>Pocahontas</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Ames Gary Dean</td>
<td>L052918</td>
<td>Prairie Grove</td>
<td>Voluntary Surrender</td>
<td>May 20, 2014</td>
</tr>
<tr>
<td>Ballard Annie Lorie Webb Newton</td>
<td>R054719</td>
<td>Curtis</td>
<td>Voluntary Surrender</td>
<td>May 20, 2014</td>
</tr>
<tr>
<td>Barham Melissa Renee Davis</td>
<td>R042881</td>
<td>Hope</td>
<td>Voluntary Surrender</td>
<td>June 2, 2014</td>
</tr>
<tr>
<td>Barker Amber Nicole McMellon Owens Bowman Owens</td>
<td>R077624</td>
<td>Waldron</td>
<td>Probation Status Removed</td>
<td>May 1, 2014</td>
</tr>
<tr>
<td>Billings Brittany Nicole Rushing</td>
<td>R085163</td>
<td>Rison</td>
<td>Voluntary Surrender</td>
<td>May 6, 2014</td>
</tr>
<tr>
<td>Bramlett Paige Lamar Stewart</td>
<td>R063779</td>
<td>Little Rock</td>
<td>Probation Status Removed</td>
<td>April 22, 2014</td>
</tr>
<tr>
<td>Bush Adria Catrina Adams Robinson</td>
<td>R070322</td>
<td>Little Rock</td>
<td>Probation Status Removed</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Calvert Jamie Leigh</td>
<td>L049837</td>
<td>Carlisle</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Carter Alisha Montyne</td>
<td>L052828</td>
<td>Batesville</td>
<td>Probation Status Removed</td>
<td>May 13, 2014</td>
</tr>
<tr>
<td>Childress Dorothy Mae</td>
<td>L049480</td>
<td>Batesville</td>
<td>Suspension - indefinite</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Clemens Sheila Dawn</td>
<td>R090844</td>
<td>Hot Springs</td>
<td>Probation Status Removed</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Clifton Justin</td>
<td>R095900</td>
<td>Benton</td>
<td>Probation - 1 year</td>
<td>May 15, 2014</td>
</tr>
<tr>
<td>Crain Deborah Yvonne Cayton Howard</td>
<td>L009842</td>
<td>El Dorado</td>
<td>Probation Status Removed</td>
<td>May 24, 2014</td>
</tr>
<tr>
<td>Davis Joseph Readus</td>
<td>R080022</td>
<td>Hot Springs</td>
<td>Voluntary Surrender</td>
<td>May 21, 2014</td>
</tr>
<tr>
<td>Davis Keri Layne Book</td>
<td>R073247, L043374</td>
<td>Hamburg</td>
<td>Voluntary Surrender</td>
<td>April 30, 2014</td>
</tr>
<tr>
<td>Dean Joyce Earle Whitehead</td>
<td>R044972</td>
<td>Hot Springs</td>
<td>Probation Status Removed</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Demuth Lisa Ann Massey</td>
<td>L034870</td>
<td>Fort Smith</td>
<td>Probation Status Removed</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Deshazer Travis Fitzgerald</td>
<td>L030618</td>
<td>Pine Bluff</td>
<td>Voluntary Surrender</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Dixon Brandy Nicole</td>
<td>L049563</td>
<td>Batesville</td>
<td>Voluntary Surrender</td>
<td>May 30, 2014</td>
</tr>
<tr>
<td>Drake Benjamin William</td>
<td>R086930</td>
<td>Conway</td>
<td>Voluntary Surrender</td>
<td>June 4, 2014</td>
</tr>
<tr>
<td>Dubrava Amy Christine Brandlein</td>
<td>R072332</td>
<td>Benton</td>
<td>Reinstatment to Probation</td>
<td>May 27, 2014</td>
</tr>
<tr>
<td>Ellis Machelle Ann Jester</td>
<td>L040880</td>
<td>Hot Springs</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Estep Linda Carol</td>
<td>R065813</td>
<td>North Little Rock</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>NAME</td>
<td>LICENSE NUMBER</td>
<td>CITY</td>
<td>ACTION</td>
<td>EFFECTIVE DATE</td>
</tr>
<tr>
<td>-----------------------</td>
<td>----------------</td>
<td>--------------</td>
<td>---------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Glosenger Shelley Denise Kreutz Hale</td>
<td>R068679</td>
<td>Fort Smith</td>
<td>Suspension - 3 years Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Gymp Kelly Anne</td>
<td>L034981</td>
<td>Little Rock</td>
<td>Suspension - 3 years Probation - 4 years</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Griffin Amy Janell</td>
<td>R065396</td>
<td>Jonesboro</td>
<td>Probation - 4 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Henry John Wesley</td>
<td>L055417</td>
<td>Van Buren</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Herndon III Wilson McAdoo</td>
<td>R093354</td>
<td>Little Rock</td>
<td>Probation Status Removed</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Hice Diane Michelle Lawrence Freeman</td>
<td>R067082</td>
<td>Springdale</td>
<td>Voluntary Surrender</td>
<td>May 21, 2014</td>
</tr>
<tr>
<td>Hicks Shirley Diane</td>
<td>L027216</td>
<td>Hot Springs</td>
<td>Voluntary Surrender</td>
<td>May 9, 2014</td>
</tr>
<tr>
<td>Hollister III George Lloyd</td>
<td>R042111</td>
<td>Mayflower</td>
<td>Probation - 5 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Holmes Matthew Wade</td>
<td>R085725</td>
<td>Little Rock</td>
<td>Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Honea Grace Veronica</td>
<td>R082045</td>
<td>Spiro, OK</td>
<td>Revocation</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Horton Amanda Michelle McCrery Mills</td>
<td>L039014</td>
<td>Quitman</td>
<td>Probation - 2 years</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Hudspeth Teresa Ann Snider</td>
<td>R065013, L023570</td>
<td>Dover</td>
<td>Voluntary Surrender</td>
<td>May 6, 2014</td>
</tr>
<tr>
<td>Hurt John George</td>
<td>L049343</td>
<td>Booneville</td>
<td>LOR</td>
<td>May 12, 2014</td>
</tr>
<tr>
<td>Ivie Angela Gayle</td>
<td>R078057</td>
<td>Tuckerman</td>
<td>Probation - 4 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Ivy Michelle Renee Simmons</td>
<td>R070953</td>
<td>Houston, TX</td>
<td>Suspension - indefinite</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Jackson Jo Lynn Hocott</td>
<td>R044283</td>
<td>Fayetteville</td>
<td>Reprimand</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Jackson Laura Margaret Hendricks</td>
<td>L045061</td>
<td>Fayetteville</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Jenkins Bonnie Sue Trussell</td>
<td>R013104</td>
<td>Little Rock</td>
<td>Voluntary Surrender</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Jenkins Stacey Marie Bauer</td>
<td>L036449</td>
<td>Mountain Home</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Joie Nicole Renee</td>
<td>L079474</td>
<td>Little Rock</td>
<td>Licensure Denied</td>
<td>May 5, 2014</td>
</tr>
<tr>
<td>Kelley Rochelle Nicole Terry</td>
<td>R083174</td>
<td>Fort Hood</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Knight Regina Denise Mosley Crossland</td>
<td>R030440, L011285</td>
<td>Cammack Village</td>
<td>Voluntary Surrender</td>
<td>May 12, 2014</td>
</tr>
<tr>
<td>Konkler Teresa Denise Humphries</td>
<td>R087830, L039713</td>
<td>Fayetteville</td>
<td>Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Kuyper Pamelia Lynn Simmons</td>
<td>R031743</td>
<td>Arkadelphia</td>
<td>Voluntary Surrender</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Lamb Terry A</td>
<td>R019922</td>
<td>Fort Smith</td>
<td>Suspension - indefinite</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Lenard Tasha Lynn</td>
<td>L050449</td>
<td>Bryant</td>
<td>Voluntary Surrender</td>
<td>May 12, 2014</td>
</tr>
<tr>
<td>Lewis Patricia Jane</td>
<td>R079474</td>
<td>Benton</td>
<td>Probation Status Removed</td>
<td>April 22, 2014</td>
</tr>
<tr>
<td>Limbaugh Cindy Paige Gardner</td>
<td>R066439, L027878</td>
<td>Newport</td>
<td>Revocation</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Marcusen Thane</td>
<td>R053321, L028462</td>
<td>Yellville</td>
<td>Suspended - indefinite Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>McMullin Brad William</td>
<td>R070157</td>
<td>Fayetteville</td>
<td>Revocation</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Meehan Trudy Ann</td>
<td>R070265</td>
<td>Evansville</td>
<td>Voluntary Surrender</td>
<td>June 2, 2014</td>
</tr>
<tr>
<td>Melendez Jacqueline Michelle</td>
<td>R092588</td>
<td>Pearcy</td>
<td>Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Miller Felicia Diane</td>
<td>L050574</td>
<td>Swifton</td>
<td>Voluntary Surrender</td>
<td>May 14, 2014</td>
</tr>
<tr>
<td>Morris Brandy Michelle Hayes Wright Morris</td>
<td>L040293</td>
<td>Camden</td>
<td>Probation - 5 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Mundy Brenda Colene Gilbreth</td>
<td>L019134</td>
<td>Barling</td>
<td>Probation - 14 months</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Nasello Candace Kimberly Chambers Watts Henthorne Watts</td>
<td>R051443</td>
<td>Maumelle</td>
<td>Probation - 18 months</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Nichols Chris Nichols Lands Nichols Boyette</td>
<td>R049766</td>
<td>Perryville</td>
<td>Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Otwell Vicki Ann</td>
<td>L013673</td>
<td>Stillwell, OK</td>
<td>LOR</td>
<td>May 21, 2014</td>
</tr>
<tr>
<td>NAME</td>
<td>LICENSE NUMBER</td>
<td>CITY</td>
<td>ACTION</td>
<td>EFFECTIVE DATE</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>----------------</td>
<td>------------</td>
<td>---------------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Parker Michelle Renee Loftin Lloyd Weier</td>
<td>L027976</td>
<td>Conway</td>
<td>Voluntary Surrender</td>
<td>May 20, 2014</td>
</tr>
<tr>
<td>Peppers Robin Elaine Russell</td>
<td>R031172</td>
<td>Paragould</td>
<td>Reinstatement to Probation</td>
<td>May 28, 2014</td>
</tr>
<tr>
<td>Plyler Terri Gwin Brown</td>
<td>A003958, PAC003790</td>
<td>Arkadelphia</td>
<td>Voluntary Surrender</td>
<td>June 5, 2014</td>
</tr>
<tr>
<td>Plyler Terri Gwin Brown</td>
<td>R069154</td>
<td>Arkadelphia</td>
<td>Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Ponder Amanda Michelle</td>
<td>R090104, L051137</td>
<td>Tuckerman</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Poultor Rusti Ann</td>
<td>R080831</td>
<td>Texarkana</td>
<td>Probation Status Removed</td>
<td>April 22, 2014</td>
</tr>
<tr>
<td>Quals Beth Hannah</td>
<td>R089770</td>
<td>Mt. Pleasant</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Rogers Cara Leigh Williams Cunningham &amp; Guill</td>
<td>L041240</td>
<td>Mulberry</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Russell Sherry Ann Smith Wiles Moore</td>
<td>R068602</td>
<td>Marvell</td>
<td>Probation - 1 year</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Scorfinca Jacalyn Michelle</td>
<td>L046766</td>
<td>Marmaduke</td>
<td>Voluntary Surrender</td>
<td>April 14, 2014</td>
</tr>
<tr>
<td>Smith Kimberly Antranette</td>
<td>L051119</td>
<td>Osceola</td>
<td>Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Soriano-Diaz Sandy</td>
<td>R095600</td>
<td>Bentonville</td>
<td>LOR</td>
<td>May 21, 2014</td>
</tr>
<tr>
<td>Stubbs Rosanna June Ruiz</td>
<td>R053542</td>
<td>Van Buren</td>
<td>Probation - 4 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Thomas Deanna Spohr</td>
<td>L054022</td>
<td>Ash Flat</td>
<td>Probation Status Removed</td>
<td>April 21, 2014</td>
</tr>
<tr>
<td>Thomas Mandy Rae</td>
<td>L052249</td>
<td>Texarkana</td>
<td>Voluntary Surrender</td>
<td>April 14, 2014</td>
</tr>
<tr>
<td>Thomas Melba Deon Hubbard Ross Weldon</td>
<td>L040463</td>
<td>Prairie Grove</td>
<td>Suspension - 3 years Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Tindle Stacey Deann</td>
<td>R085394</td>
<td>Sheridan</td>
<td>Voluntary Surrender</td>
<td>April 18, 2014</td>
</tr>
<tr>
<td>Toler Danny Bryon</td>
<td>R067972, L036506</td>
<td>Sherwood</td>
<td>Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Wallace Joyce Nicole</td>
<td>L035131</td>
<td>Pine Bluff</td>
<td>Voluntary Surrender</td>
<td>May 15, 2014</td>
</tr>
<tr>
<td>Wilbanks James Forrest</td>
<td>L055315</td>
<td>Greenbrier</td>
<td>Probation - 1 year</td>
<td>May 15, 2014</td>
</tr>
<tr>
<td>Wilhite Nancy Lee Whicker</td>
<td>L052773</td>
<td>Mena</td>
<td>Probation Status Removed</td>
<td>April 22, 2014</td>
</tr>
<tr>
<td>Williams Carroll Patricia Carwell</td>
<td>L041488</td>
<td>Cherry Valley</td>
<td>Probation Status Removed</td>
<td>April 22, 2014</td>
</tr>
<tr>
<td>Willings Stacey Annette</td>
<td>L042144</td>
<td>Osceola</td>
<td>Revocation</td>
<td>June 12, 2014</td>
</tr>
<tr>
<td>Wilson Tammy Renae Lepard Wilbanks</td>
<td>L035413</td>
<td>West Memphis</td>
<td>Suspension - 3 years Probation - 3 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Wyatt Sara Ann Edwardson</td>
<td>R074056, L043079</td>
<td>Batesville</td>
<td>Suspension - 3 years Probation - 2 years</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Young Krystn Janee</td>
<td>L046566</td>
<td>Pine Bluff</td>
<td>Voluntary Surrender</td>
<td>April 9, 2014</td>
</tr>
</tbody>
</table>

**Disciplinary Actions**

### JULY 2014

<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE NUMBER</th>
<th>CITY</th>
<th>ACTION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abbott Travis James</td>
<td>L048571</td>
<td>Little Rock</td>
<td>Probation Status Removed</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Barnes Sara Beth</td>
<td>L042168</td>
<td>Fort Smith</td>
<td>Voluntary Surrender</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Baumann Linda D</td>
<td>L052295</td>
<td>Pangburn</td>
<td>Suspension, 3 yrs Probation, 3 yrs</td>
<td>July 10, 2014</td>
</tr>
<tr>
<td>Bennett Kimberly Ann Wilson Herring</td>
<td>L035342</td>
<td>Cabot</td>
<td>Reinstated to Probation 3 years</td>
<td>July 7, 2014</td>
</tr>
<tr>
<td>Bonds Ramey Claudene Carpenter</td>
<td>L037821</td>
<td>Hazen</td>
<td>Voluntary Surrender</td>
<td>July 1, 2014</td>
</tr>
</tbody>
</table>

continued on page 28
<table>
<thead>
<tr>
<th>NAME</th>
<th>LICENSE NUMBER</th>
<th>CITY</th>
<th>ACTION</th>
<th>EFFECTIVE DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Butler</td>
<td>R027618</td>
<td>Paragould</td>
<td>Voluntary Surrender</td>
<td>July 2, 2014</td>
</tr>
<tr>
<td>Claborn</td>
<td>R073057</td>
<td>Centerton</td>
<td>Probation Status Removed</td>
<td>July 8, 2014</td>
</tr>
<tr>
<td>Coffman</td>
<td>L053344</td>
<td>Harrison</td>
<td>Probation, 1 yr.</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Cole</td>
<td>R094626, L05106</td>
<td>Hot Springs Village</td>
<td>Suspension, 3 yrs Probation, 3 yrs</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Dean</td>
<td>L013719</td>
<td>Springdale</td>
<td>Voluntary Surrender</td>
<td>June 17, 2014</td>
</tr>
<tr>
<td>Deshazer</td>
<td>L030618</td>
<td>Pine Bluff</td>
<td>Voluntary Surrender</td>
<td>June 11, 2014</td>
</tr>
<tr>
<td>Evans</td>
<td>R078126, L040452</td>
<td>Hardy</td>
<td>Probation - 1 year</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Fryer</td>
<td>L038899</td>
<td>Lonoke</td>
<td>Probation Status Removed</td>
<td>June 26, 2014</td>
</tr>
<tr>
<td>Gunter</td>
<td>R064909</td>
<td>Dover</td>
<td>Voluntary Surrender</td>
<td>June 9, 2014</td>
</tr>
<tr>
<td>Harrison</td>
<td>R043136</td>
<td>Pearcy</td>
<td>Suspension, 2 yrs Probation, 3 yrs</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Hearn</td>
<td>L038963</td>
<td>Arkadelphia</td>
<td>Letter of Reprimand</td>
<td>June 9, 2014</td>
</tr>
<tr>
<td>Hyso</td>
<td>L046439</td>
<td>Van Buren</td>
<td>Probation Status Removed</td>
<td>June 25, 2014</td>
</tr>
<tr>
<td>Johnson</td>
<td>R030330</td>
<td>Guy</td>
<td>Letter of Reprimand</td>
<td>June 9, 2014</td>
</tr>
<tr>
<td>Jones</td>
<td>R054666</td>
<td>Benton</td>
<td>Suspension, 2 yrs Probation, 3 yrs</td>
<td>July 10, 2014</td>
</tr>
<tr>
<td>Junyor, Jr</td>
<td>R054285</td>
<td>Caraway</td>
<td>Voluntary Surrender</td>
<td>June 30, 2014</td>
</tr>
<tr>
<td>Lankford</td>
<td>L032959</td>
<td>Hot Springs</td>
<td>Probation Status Removed</td>
<td>June 26, 2014</td>
</tr>
<tr>
<td>Ledbetter</td>
<td>R084159</td>
<td>Bauxite</td>
<td>Probation Status Removed</td>
<td>July 1, 2014</td>
</tr>
<tr>
<td>Leonard</td>
<td>L053467</td>
<td>Mena</td>
<td>Probation - 1 year</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Littlejohn</td>
<td>L034247</td>
<td>Teague, TX</td>
<td>Suspension, 2 yrs Probation, 3 yrs</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Long</td>
<td>R065392</td>
<td>Lexa</td>
<td>Suspenis 1 yr. Probation, 1 yr.</td>
<td>July 10, 2014</td>
</tr>
<tr>
<td>Martin</td>
<td>R094175</td>
<td>Bella Vista</td>
<td>Probation -1 1/2 years</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Mayo</td>
<td>L053295</td>
<td>Morrilton</td>
<td>Suspension, 3 yrs Probation, 3 yrs</td>
<td>July 10, 2014</td>
</tr>
<tr>
<td>Miller</td>
<td>R084850</td>
<td>Bentonville</td>
<td>Revocation</td>
<td>July 10, 2014</td>
</tr>
<tr>
<td>Patterson</td>
<td>R028486</td>
<td>Prairie Grove</td>
<td>Probation Status Removed</td>
<td>June 26, 2014</td>
</tr>
<tr>
<td>Payne</td>
<td>R092646</td>
<td>Searcy</td>
<td>Probation Status Removed</td>
<td>June 25, 2014</td>
</tr>
<tr>
<td>Pfeffer</td>
<td>R085132, L035879</td>
<td>Maynard</td>
<td>Revocation</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Ranew</td>
<td>L048883</td>
<td>Las Vegas, NV</td>
<td>Letter of Reprimand</td>
<td>July 7, 2014</td>
</tr>
<tr>
<td>Reynolds</td>
<td>L054023</td>
<td>Mena</td>
<td>Probation Status Removed</td>
<td>June 25, 2014</td>
</tr>
<tr>
<td>Riley</td>
<td>R090919, L051877</td>
<td>Jonesboro</td>
<td>Probation - 2 1/2 years</td>
<td>July 9, 2014</td>
</tr>
<tr>
<td>Riley</td>
<td>R066054, L038199</td>
<td>North Little Rock</td>
<td>Probation Status Removed</td>
<td>June 26, 2014</td>
</tr>
<tr>
<td>NAME</td>
<td>LICENSE NUMBER</td>
<td>CITY</td>
<td>ACTION</td>
<td>EFFECTIVE DATE</td>
</tr>
<tr>
<td>------</td>
<td>----------------</td>
<td>------</td>
<td>--------</td>
<td>---------------</td>
</tr>
<tr>
<td>Roland</td>
<td>Kimberley Beth Ingle Morton</td>
<td>R083406, L043591</td>
<td>Lonoke</td>
<td>Probation-2 years</td>
</tr>
<tr>
<td>Sherrill</td>
<td>Kelly Oneal Finan Cobb Lipton</td>
<td>R042169</td>
<td>Dillon, CO</td>
<td>Suspension, 2 yrs Probation, 2 yrs</td>
</tr>
<tr>
<td>Stocks</td>
<td>Patsy Ruth Owen</td>
<td>L041696</td>
<td>Rison</td>
<td>Probation Status Removed</td>
</tr>
<tr>
<td>Stokley</td>
<td>Lawana S. Turner</td>
<td>L047359</td>
<td>Bruno</td>
<td>Probation Status Removed</td>
</tr>
<tr>
<td>Summerville</td>
<td>Clayton Allen</td>
<td>R093351</td>
<td>Benton</td>
<td>Probation Status Removed</td>
</tr>
<tr>
<td>Tarpley</td>
<td>Merrilee Tarpley Moreno Gilliland</td>
<td>L033011</td>
<td>Malvern</td>
<td>Probation Status Removed</td>
</tr>
<tr>
<td>Thompson</td>
<td>Jody Lynn</td>
<td>L051144</td>
<td>Piggott</td>
<td>Voluntary Surrender</td>
</tr>
<tr>
<td>Tittle</td>
<td>Shelia Joyce Stacy</td>
<td>L043289</td>
<td>Conway</td>
<td>Voluntary Surrender</td>
</tr>
<tr>
<td>Vetter</td>
<td>Amy Elissa Mc Clellan Abyeta</td>
<td>R069884</td>
<td>Kingsland</td>
<td>Probation Status Removed</td>
</tr>
<tr>
<td>Vincent</td>
<td>Ann Kathryn Alexander</td>
<td>R037761</td>
<td>Fort Smith</td>
<td>Voluntary Surrender</td>
</tr>
<tr>
<td>Westlin</td>
<td>Kathy Bernice Woodring</td>
<td>L026571</td>
<td>Rogers</td>
<td>Voluntary Surrender</td>
</tr>
<tr>
<td>Williamson</td>
<td>Kelly Denise Holloway</td>
<td>R063686</td>
<td>Bonnerdale</td>
<td>Revocation</td>
</tr>
<tr>
<td>Woolsey</td>
<td>Dana Michelle</td>
<td>R080011</td>
<td>Blytheville</td>
<td>Voluntary Surrender</td>
</tr>
<tr>
<td>Yielding</td>
<td>Stephanie Annabelle Shaw</td>
<td>L046961</td>
<td>Bald Knob</td>
<td>Probation, 2 yrs.</td>
</tr>
</tbody>
</table>

**Earn a Credential That’s in Demand Nationwide**

- "Top 15" ranked nursing school
- Practice specialties for all interests
- State-of-the-art nursing informatics and facilities
- Community of scholars with broad faculty expertise
- Distance learning opportunities
- Seamless BSN entry- MSN-DNP option

---

**SCHOOL OF NURSING**
**VANDERBILT UNIVERSITY**
**TEACHING | PRACTICE | RESEARCH | INFORMATICS**

**LEARN MORE. APPLY TODAY:**
[护理.vanderbilt.edu](https://nursing.vanderbilt.edu)

---

**Update**
**www.arsbn.org**
Nursing Board Issues?

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

Reach over 52,000 nurses in Arkansas with your message!

ARKANSAS DEPARTMENT OF HUMAN SERVICES

HIRING GREAT NURSES

• LPNs
• LPN Supervisors
• RNs
• RN Supervisors
• Plus Many More!

APPLY ONLINE AT AR-DHSJobs.com
EOE/AA

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

The Law Offices of Darren O’Quinn
415 North McKinley Street, Suite 1000
Little Rock, Arkansas 72205

CIRCLE OF LIFE

Earlene Howard Hospice Home
901 Jones Road
Springdale, AR 72762

Circle of Life Hospice Home of Legacy Village
1201 NE Legacy Parkway
Bentonville, AR 72712

Earlene Howard Hospice Home
901 Jones Road
Springdale, AR 72762

Circle of Life Hospice Home of Legacy Village
1201 NE Legacy Parkway
Bentonville, AR 72712

Applying to join our Hospice team: Outpatient Clinical Manager, BSN
On Call RN
Staff RN, inpatient RN Case Manager, outpatient

Drug Free Workplace Equal Opportunity Employer

 Supervisor, Care Management

QualChoice, an Arkansas-based health services company, has an exciting opportunity for a motivated, career oriented nurse, to be a Supervisor in our Care Management department (Acute Case Management, Utilization Management, Disease Management and Health Coaching) in our Little Rock Office.

Qualifications: Must be a Registered Nurse with an active Arkansas license and have a minimum of five years of broad-based nursing experience and two years' supervisory experience. Must have experience with Microsoft Word, Excel and PowerPoint.

QualChoice offers a competitive salary and an excellent benefits package. Apply online at www.qualchoice.com/careers.

QualChoice is an Equal Opportunity Employer to include women, minorities, veterans and persons with disabilities.

RNs – full time and PRN opportunities (day and night)

HealthSouth Rehabilitation Hospitals
AR locations: Little Rock/Sherwood, Fayetteville, Jonesboro, Fort Smith

Contact Info:
kim.collier@healthsouth.com
Website: www.healthsouth.jobs

Conway Human Development Center
Full-Time LPN Positions Available
Pay Grid Based on Experience
Evening, Night, and Weekend Shift Differential

Full-Time Positions Eligible For Health Benefits
Retirement Benefits
12 Paid Vacations Days
11 Paid Holidays
12 Sick Days

Apply Online at www.arstatejobs.com

REGISTERED NURSE
SIGN ON BONUS
(FULL TIME)

PINEY RIDGE TREATMENT CENTER
2805 E. 210N RD.
FAYETTEVILLE, AR 72703
PHONE: 479-684-5307 FAX: 479-249-9480
KATHY.VICKERS@PINEYRIDGE.NET
CLEAN BACKGROUND CHECK & DRUG SCREEN REQUIRED
EOE

Now accepting applications for PRN LPN

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

From left, Christ Stone, Marie Patterson, Terrye Cooper, Reginald Randle and Kara Haynie

The following 2014 Annual Nursing Award recipients were recognized as exceptional nurses in areas of innovation, community service, precepting, education and transformational leadership.

Terrye Cooper, RN, RNC-MNN - Community Service
“The SOAR network has helped numerous homeless people get back on their feet. Terrye has spent numerous volunteer hours assisting with job placement, food provisions, furnishings and access to medical care.”*

Reginald Randle, RN, BSN, CCRN, PCCN - Preceptor
“Reginald has the gift of knowing when to allow an orientee to work through a task on their own and when to step in and allow the orientee to be an observer.”*

Marie Patterson, RN, BSN, MA-BC - Innovation
“Marie was instrumental in developing a new process for caring for Pre-operative scheduled C sections that decreased patient and family wait times.”*

Chris Stone, RN, BC - Nurse Educator
“Chris is the unit Diabetes Resource Nurse and involved with research safety projects in collaboration with Physicians. He always shares evidenced-based knowledge with staff, provides in-service education and chairs the Management Council for the Professional Nursing Organization.”*

Kara Haynie, RN, BSN, BC - Transformational Leadership
“Kara empowers staff to achieve positive outcomes through empathy, creativity and pride. She embodies the qualities of mentor, risk-taker and visionary and has motivated her team to accomplish quality as well as safety initiatives.”*

*Excerpt from nomination

For career opportunities at UAMS, visit www.uams.edu/don or call 501-686-5691.
For more than 100 years, Jefferson Regional Medical Center has been investing in the future of Southeast Arkansas. We are dedicated to creating a healthier community by providing a wide range of healthcare services, a highly skilled nursing staff and access to the latest technology, all right here at home. We’re proud to be part of Southeast Arkansas’ history...and its future.

The JRMC School of Nursing is now accepting applications for the the 2015 Associates Degree class schedule, which begins in January.

To apply, go to www.jrmc.org/schoolofnursing/ or call 870-541-7850.

JRMC congratulates our most recent DAISY Award recipient

Teena Luker, RN

While JRMC is the center of the Southeast Arkansas medical community, it has also been recognized nationally for its technological advancements and commitment to patient education. JRMC was one of the first hospitals in the United States to successfully demonstrate meaningful use of its Electronic Health Records system, which transfers all patient information to electronic files and improves the quality, safety and effectiveness of patient care. JRMC recently introduced the new Jchart system, which allows patients to access a secure website and see their own medical records. And earlier this year, JRMC was the only hospital in Arkansas to be named “Most Wired” by Hospitals and Health Networks Magazine.