



Arkansas Department of Health

Arkansas State Board of Nursing

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Governor Sarah Huckabee Sanders

Renee Mallory, RN, BSN, Secretary of Health

Jennifer Dillaha, MD, Director

Sue A. Tedford, MNSc, APRN, Director

BOARD MEETING MINUTES

TIME AND PLACE:

January 8, 2025
Board Conference Room

MEMBERS PRESENT:

Allie Barker, MSN, RN; Tabitha Lancaster, RN; Jamie Sims; Phillip Petty, RN;
Cassie Gonzales, MNSc, APRN, FNP-BC; Veronica Harmon, RN; Barbara
Hillman, BSN, RN; Robin Lambert, LNHA, LPN; Lakisha Young, LPN

MEMBERS ABSENT:

None

STAFF ATTENDING AT VARIOUS TIMES:

Sue A. Tedford, Director, MNSc, APRN
David Dawson, JD, General Counsel
Jennifer Ivory, JD, Attorney Specialist
Lisa Wooten, Assistant Director, MPH, BSN, RN
Shannon McKinney, Assistant Director, DNP, APRN, WHNP-BC
Janet Simpson, ASBN Program Coordinator, MSN, RNP, RNC-MNN
Kim Hooks, ASBN Assistant Director- ArNAP, MPH, BSN, RN
Udell Ward Jr., Regulatory Board Chief Investigator
Tammy Vaughn, Program Coordinator, MSN, RN, CNE
Albert Williams, Information Systems Coordinator
Susan Moore, Computer Operator
Christine Lewis, Executive Assistant to the Director
Mindy Darner, Legal Support Specialist
Corrie Edge, Administrative Analyst
Lisa Mendenhall, Legal Support Specialist
Kelly Doppelhammer, Legal Support Specialist
LouAnn Walker, Public Information Coordinator
Carla Davis, Licensing Coordinator
Antony Wiggins, Legal Support Specialist

Guests:

Dr. Cheryl Holden, MSN, RN, NPD-BC, Associate Professor, University of
Arkansas- Fort Smith
Crystal Price, Masters Student, University of Arkansas, Monticello

Educational Session: Tim Arehart, Senior Legal Policy Advisor, NCSBN, on Disciplinary Pathway

President Allie Barker called the meeting to order at 9:58 a.m. Guests were welcomed and a flexible agenda was approved.

DISCIPLINARY HEARINGS

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

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KELLY ANNE WRIGHTSON GIVANS, NCSBN ID. 21670925, LICENSE NO. APRN-CNP 223680

Respondent was present for the proceedings before the Board and was not represented by counsel. Shannon McKinney, DNP, APRN, WHNP-BC, RNC-OB, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. §17-87-309(a)(1) and pleads guilty to the charges. On March 29, 2024, the Board issued a Letter of Reprimand (LOR) to Respondent for a violation of the *Arkansas Nurse Practice Act*, A.C.A. §17-87-309(a)(1). On March 14, 2023, Respondent submitted an Advanced Practice Registered Nurse (APRN) endorsement application to the Arkansas State Board of Nursing with “no” marked as the answer to the question “Have you ever been convicted of a misdemeanor or felony, pleaded guilty, or nolo contendere to any charge in any state, jurisdiction, country or province? It IS required to report DWI(s), DUI(s), or substantially similar offense(s). However, it is NOT required to report other traffic violations as they do not constitute a crime.” However, records indicate, on December 15, 2013, Respondent entered a plea of guilty to the charge of public intoxication-public disturbance in the Duval County Court in Florida. The Arkansas State Board of Nursing *Rules*, Chapter 7, Section IV (A)(1)(a) states that “fraud and deceit” shall include false representation of facts on an application for licensure by examination or licensure by endorsement without examination or an application for renewal of a license. Respondent’s “no” answer to the question on the endorsement application was a false representation of the facts. On April 2, 2024, Board staff received a request from Respondent for appeal of the Letter of Reprimand issued March 29, 2024, via the nurse portal message center. A hearing was scheduled on October 9, 2024 for the Board to consider Respondent’s appeal of the Letter of Reprimand. Respondent contacted Board staff and requested that the hearing be continued because she could not arrange for attendance on October 9, 2024. The hearing was continued until January 8, 2025.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **KELLY ANNE WRIGHTSON GIVANS, NCSBN ID. 21670925, LICENSE NO. APRN-CNP 223680**, has been charged with a violation of Ark. Code Ann. §17-87-309(a)(1) and that the Letter of Reprimand issued on March 29, 2024 be upheld

Brought by Cassie Gonzales and seconded by Veronica Harmon.

PASSED

THERESA LYNN MYERS SINGLETON, NCSBN ID. 24595535, LPN LICENSE NO. 220724

Respondent was present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads guilty to the charges. On January 4, 2023, the Board ratified a Noncompliance Consent Agreement placing Respondent’s LPN license on probation for two (2) years after she was discharged from the Arkansas Nurse Alternative Program (ArNAP) for failing to comply with her ArNAP contract. Respondent missed four (4) check-ins and did not show to submit urine for testing three (3) times, when selected. Respondent failed to fully comply with the January 4, 2023, Noncompliance Consent Agreement. Respondent missed twenty (20) check-ins, failed to submit drug screens two (2) times, submitted two (2) specimens that tested positive for alcohol, failed to submit four (4) specimens for drug testing within the two (2) hour limit and failed to submit the course completion certificates for the *Nurse and Professional Behaviors* and *Substance Abuse Bundle* courses. A hearing regarding Respondent’s noncompliance was held before the Board on June 12, 2024. Respondent was ordered to continue the current consent agreement and comply with the agreement 100%. If compliance is not 100%, Respondent will reappear before the Board. Respondent has failed to 100% comply with the January 4, 2023, Noncompliance Consent Agreement and the June 12, 2024, Board Order. On October 30, 2024, Respondent submitted a specimen for a urine drug screen by an observed collector. The chain of custody was appropriately completed. The result of the drug test was invalid. The value of the creatinine was less than 1.0mg/dL. The normal range for creatinine in human urine is 20-300mg/dL. Dr. Barry Lubin, Medical Review Officer reports that it is NOT possible for a specimen with less than 1.0mg/dL, to be composed of unadulterated human urine. Respondent’s sample is either adulterated or substituted, in an effort to deceive the drug screen testing. Additionally, Respondent has failed to provide the course completion certificate for the *Nurse and Professional Behaviors* course. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board’s *Rules*, Chapter Seven, Section IV (A)(6)(t) by failing to comply with the terms and conditions of the January 4, 2023, Noncompliance Consent Agreement, and the June 12, 2024, Board Order.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **THERESA LYNN MYERS SINGLETON, NCSBN ID. 24595535, LPN LICENSE NO. 220724**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that Respondent's license and privilege to practice as a nurse be suspended one (1) year followed by probation for one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$1,500.00, plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) days of receipt of this Order. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved course: *The Nurse and Professional Behaviors*. Respondent shall submit the certificate of completion via the Board approved monitoring program.
- Respondent shall request to the Board, verification of termination of the suspension period and license reinstatement to probation by submitting the *Reinstatement Request* form, via the ASBN Nurse Portal once compliance with the Board's Suspension Order is met.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three [3] weeks) with a controlled medication may be allowed for an acute illness or acute condition with a short-term waiver and appropriate documentation (medical record documentation, etc.). Respondent shall provide a completed short-term waiver within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program. Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent agrees to have personal prescriptions monitored through the Prescription Drug Monitoring Program by board staff while under Board order.
- Respondent shall submit to observed random drug screens. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites without a valid prescription or failure to present and provide specimen when notified. Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires thirty (30) days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.

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- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- If Respondent fails to comply with the terms of suspension during the monitoring period, Respondent may not restart the monitoring period until six (6) months after the date Respondent was determined to be noncompliant.
- All conditions of the suspension period shall continue through the probation period.
- The Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher licensure level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not serve as a preceptor during probation. Respondent shall not secure employment or be employed through a staffing agency. Respondent shall not be employed in the following settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.
- Respondent shall request verification of termination of the probationary period by submitting the Reinstatement Request form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including, but not limited to, checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Phillip Petty and seconded by Lakisha Young.

PASSED

BRITAIN PAIGE HOLLAND, NCSBN ID. 22393335, LICENSE NO. L054077 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On April 12, 2017, Respondent voluntarily surrendered her LPN License after her employer reported to the Board that Respondent tested positive on two (2) urine drug screens. In July of 2017, Respondent attempted to obtain three (3) months of clean urine drug screens as part of her reinstatement application. Respondent was unable to complete the three (3) months as she failed to check in nineteen (19) times, failed to submit specimens three (3) times when selected, and tested positive for *amphetamine, methamphetamine, morphine, oxycodone and oxymorphone*. Respondent reapplied for Reinstatement in 2022 and successfully completed the three (3) month drug screening requirements. On May 11, 2022, the Board ratified a Reinstatement Consent Agreement placing Respondent's LPN licensure on probation for three (3) years for violation of A.C.A. §17-87-309(a)(4) and (a)(6). On May 11, 2022, the Board's Assistant Director for Licensing

and Education informed Respondent via the nurse portal, that the Board ratified her reinstatement consent agreement and that she needed to take a Board-approved refresher course before she submitted her license renewal application. Respondent viewed this message in the portal twice on May 11, 2022. Respondent has not provided proof that she completed the refresher course and has not submitted a license renewal application. Respondent's license remains in inactive status. An investigation was conducted after it was reported to the Board that Respondent was practicing as an LPN without a license at The Haven Detox in Little Rock. Employment records received from The Haven Health Management indicate Respondent was hired in June of 2023, and terminated in June of 2024, after management learned that her license had not been reinstated. Respondent worked 615.32 hours as a nurse during that time without an active license. Respondent admitted to the investigator that she did work at The Haven during this period as an LPN while her license was inactive. Additionally, Respondent has failed to fully comply with the terms of the May 11, 2022, Reinstatement Consent Agreement. Respondent failed to check in with the Board approved monitoring company thirty-four (34) times. Respondent failed to show and submit specimens when selected, four (4) times. Respondent failed to provide Employer Performance Evaluation Reports, Meeting Attendance Logs, Personal Reports, and Meeting Attendance reports. Respondent failed to submit any Civil Penalty quarterly payments and has a remaining balance of \$2,200. On November 7, 2024, Respondent was notified through the nurse portal that her case was scheduled for a hearing before the Board on Wednesday, January 8, 2025. Respondent viewed the message on November 7, 2024, at 9:34 a.m. Respondent has violated Ark. Code Ann. § 17-87-309(a)(1) by engaging in the practice of nursing without a valid license and has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t) by failing to comply with the terms and conditions of the Reinstatement Consent Agreement entered by the Board on May 11, 2022.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **BRITAIN PAIGE HOLLAND, NCSBN ID. 22393335, LICENSE NO. L054077 (EXPIRED)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(1) and (a)(6) and that Respondent's license and privilege to practice as a nurse be suspended five (5) years followed by probation for two (2) years with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$5,250.00, plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) days of receipt of this Order. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence of successful completion of a Board approved refresher course. Respondent shall submit the certificate of completion via the Board approved monitoring program.
- Respondent shall request to the Board, verification of termination of the suspension period and license reinstatement to probation by submitting the *Reinstatement Request* form, via the ASBN Nurse Portal once compliance with the Board's Suspension Order is met.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three [3] weeks) with a controlled medication may be allowed for an acute illness or acute condition with a short-term waiver and appropriate documentation (medical record documentation, etc.). Respondent shall provide a completed short-term waiver within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program. Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent agrees to have personal prescriptions monitored through the Prescription Drug Monitoring Program by board staff while under Board order.

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- Respondent shall submit to observed random drug screens. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites without a valid prescription or failure to present and provide specimen when notified. Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires thirty (30) days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- If Respondent fails to comply with the terms of suspension during the monitoring period, Respondent may not restart the monitoring period until six (6) months after the date Respondent was determined to be noncompliant.
- All conditions of the suspension period shall continue through the probation period.
- The Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher licensure level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not serve as a preceptor during probation. Respondent shall not secure employment or be employed through a staffing agency. Respondent shall not be employed in the following settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.
- Respondent shall request verification of termination of the probationary period by submitting the Reinstatement Request form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including, but not

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limited to, checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.

- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Cassie Gonzales and seconded by Veronica Harmon.

PASSED

JANET LYNN HANCOCK DAVIS, NCSBN ID. 9562659, LICENSE NO. L058953 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Udell Ward, ASBN Chief Investigator, provided testimony on behalf of the Board. An investigation was initiated after the Board received a report from Baptist Health in Fort Smith that Respondent accepted an LPN position pending a successful drug screen requested by her employer. Respondent's job was terminated after the drug screen was reported as positive for propoxyphene. Respondent explained to the Board investigator that she was suffering with a migraine, and she admitted that she had taken propoxyphene medication that was not prescribed to her. The medication was given to Respondent by her husband from expired medication that belonged to her father-in-law. On November 27, 2023, Board staff sent a letter to the Respondent via the nurse portal and certified mail requesting an addictive evaluation by December 27, 2023. The portal message was viewed on December 4, 2023, at 8:43 a.m. The signed certified mail return receipt, indicating delivery to the Respondent, was returned to the Board on December 11, 2023. On June 10, 2024, Board staff sent a message via the nurse portal informing Respondent of the intent to refer the case to a hearing before the Board. The message reminded Respondent of the request for evaluation that was due by December 27, 2023, and requested that Respondent contact Board staff by June 17, 2024. The portal message was viewed on June 25, 2024, at 12:07 p.m. Respondent did not contact Board staff. On November 7, 2024, Board staff sent a message via the nurse portal informing Respondent her case has been placed on the hearing agenda for Wednesday, January 8, 2025, and that an Order and Notice will be mailed twenty (20) days prior to the date of the hearing. The message also requested that Respondent ensure her mailing address and other contact information was accurate in the nurse portal. Respondent has not viewed the November 7, 2024, portal message. Respondent has failed to contact the Board and has not provided a psychological and addiction evaluation as requested by Board staff.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **JANET LYNN HANCOCK DAVIS, NCSBN ID. 9562659, LICENSE NO. L058953 (EXPIRED)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that Respondent's license and privilege to practice as a nurse be suspended until completion of previously ordered evaluation, after which a consent agreement maybe offered based on recommendations in the evaluation.

Brought by Cassie Gonzales and seconded by Veronica Harmon.

PASSED

The meeting recessed for lunch at 1:11 p.m. Following lunch, the Board resumed hearings.

President Allie Barker called the meeting to order at 1:45 p.m. A flexible agenda was approved.

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

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

Carolán, Courtney E. Carolán Coffman, R062878

(Booneville, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*
Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(t)
Probation – 3 years
Courses – *Substance Abuse Bundle*
ICRS Upholding the Standard: Professional Accountability in Nursing
Civil Penalty - \$1,000.00

Champ, Kristen, LPN 217974

(Hot Springs, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*
Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(p)
Probation – 1 year
Courses – *Substance Abuse Bundle*
Civil Penalty - \$750.00

Moore, Tanja Jasmine, R072470

(Cabot, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*
Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(p)
Probation – 1 year
Courses – *Substance Abuse Bundle*
Civil Penalty - \$1,027.00

Peridore, Sara Jo Walker, R084827

(Monette, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*
Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(c) and (d)
Probation – 1 year
Courses – *ICRS: Righting a Wrong: Ethics & Professionalism in Nursing and Ethics and Medical Errors*

Rouse, Tiffany Renea R094972, L048815

(Pine Bluff, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(2), (a)(6)*
Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(t)
Probation – 3 years
Courses – *Substance Abuse Bundle*
ICRS Upholding the Standard: Professional Accountability in Nursing
Civil Penalty - \$2,250.00
Brought by Jamie Sims and seconded by Phillip Petty

PASSED

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

Goodwin, Deborah Faye Fairchild Bradrick, R029730, L012746

(Rogers, AR)

Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(1)*
Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(1)(g)
Reprimand – Board-Ordered Letter of Reprimand
Civil Penalty - \$1,050.00
Brought by Jamie Sims and seconded by Phillip Petty

PASSED

JASON LYNN RHODES, NCSBN ID. 203827486, LICENSE NO. L044216

Respondent was present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads guilty to the charges. On March 8, 2024, the Board ratified a Reinstatement Consent Agreement placing Respondent's LPN license on probation for two (2) years for violations of A.C.A. §17-87-309(a)(2), (a)(4) and (a)(6). On September 11, 2024, the Board ratified a Probation Noncompliance Consent Agreement placing Respondent's LPN licensure on probation for two (2) years for violations of A.C.A. §17-87-309(a)(6). Respondent missed three (3) tests and tested positive for THC and clonazepam without a prescription. On September 12, 2024, Board staff sent a compliance packet to Respondent via certified mail and through the nurse portal. Respondent viewed the message sent through the nurse portal on September 12, 2024, at 02:41 p.m. and again on October 28, 2024, at 12:11 p.m. Respondent has failed to fully comply with the September 11, 2024, Probation Noncompliance Consent Agreement. Respondent failed to check in with the Board approved monitoring program Three (3) times. Respondent has not submitted a single specimen for drug testing (six (6) missed tests) when selected by the Board approved monitoring program. Respondent has failed to provide Employer Acknowledgement Forms, Meeting Attendance Logs, Personal Reports, or Employer Reports. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t) by failing to comply with the terms and conditions of the September 11, 2024, Probation Noncompliance Consent Agreement.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **JASON LYNN RHODES, NCSBN ID. 203827486, LICENSE NO. L044216**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that Respondent's license and privilege to practice as a nurse be suspended one (1) year to be followed by probation for one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$1,500.00, plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) days of receipt of this Order. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved courses: *Substance Abuse Bundle*, *The Nurse and Professional Behaviors*, *Documentation for Nurses* and *Critical Thinking: an Overview*. Respondent shall submit the certificates of completion via the Board approved monitoring program.
- Respondent shall attend Alcoholics Anonymous/Narcotics Anonymous, (AA/NA), or other Board approved support group meetings and shall submit quarterly reports to the Board through the Board approved monitoring program. Acceptable evidence shall consist of completion of the disciplinary form, *Aftercare Meetings Report*. Respondent shall log attendance of all support group meetings via the Board approved monitoring program.
- Respondent shall attend at least one (1) AA/NA or other Board approved support group meeting a week during the period of suspension and probation.
- Respondent shall request to the Board, verification of termination of the suspension period and license reinstatement to probation by submitting the *Reinstatement Request* form, via the ASBN Nurse Portal once compliance with the Board's Suspension Order is met.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three [3] weeks) with a controlled medication may be allowed for an acute illness or acute condition with a short-term waiver and appropriate documentation (medical record documentation, etc.). Respondent shall provide a completed short-term waiver within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program. Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation

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includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.

- Respondent agrees to have personal prescriptions monitored through the Prescription Drug Monitoring Program by board staff while under Board order.
- Respondent shall submit to observed random drug screens. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites without a valid prescription or failure to present and provide specimen when notified. Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires thirty (30) days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- If Respondent fails to comply with the terms of suspension during the monitoring period, Respondent may not restart the monitoring period until six (6) months after the date Respondent was determined to be noncompliant.
- All conditions of the suspension period shall continue through the probation period.
- The Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher licensure level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not serve as a preceptor during probation. Respondent shall not secure employment or be employed through a staffing agency.

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Respondent shall not be employed in the following settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.

- Respondent shall request verification of termination of the probationary period by submitting the Reinstatement Request form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including, but not limited to, checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Phillip Petty and seconded by Lakisha Young.

PASSED

CRYSTAL LYNN KINNAIRD PIPPEN, NCSBN ID. 11099297, LICENSE NO. L040625

Respondent was present for the proceedings before the Board and was represented by counsel, Darren O'Quinn. Udell Ward, ASBN Chief Investigator, Terry Kuykendall, Investigator, Jodie Efrid, BHDC, CNO, Drew Memorial Hospital, and Kim Hendricks, RN, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads not guilty to the charges. An investigation was initiated after the Arkansas State Board of Nursing received a complaint from Drew Memorial Health System in Monticello, Arkansas. The complaint alleges that Respondent's behavior seemed "erratic" during her work shift, and she refused to submit to a reasonable suspicion drug screen. On October 4, 2021, Respondent received a written corrective action form at Drew Memorial Health System for tardiness four (4) times within the time frame of September 8, 2021, to October 4, 2021. On October 11, 2021, Drew Memorial staff reported that Respondent attempted to offer a pill to a co-worker stating that the pill was Kratom. That same day, employees found a pill on Respondent's chair and took the pill to Pharmacy for identification. The pill was identified as Kratom. On October 12, 2021, staff reported to the Chief Nursing Officer that Respondent seemed "off" and she had been missing from her floor for extended periods of time. The Chief Nursing Officer noticed that Respondent was "moving side to side" and "unable to set still". The Chief Nursing Officer requested that Respondent take a urine drug screen and blood alcohol test. Respondent did allow staff to draw blood; however, Respondent refused the urine drug screen stating that she quit and left the facility. Board staff requested that Respondent submit a psychological and addictive evaluation. Respondent was evaluated by Charla Watkins, DNP, who provided a report to Board staff, with a psychological status reported in part, as Opioid Use Disorder, Moderate, and Stimulant Use Disorder, Moderate. Dr. Watkins stated that Respondent would be safe to practice as a nurse with the following recommendations: Respondent should take a course on professionalism; Respondent should complete *The Anger Workbook*; Respondent should submit to random drug screens over the next eighteen (18) months, or as deemed appropriate by the State Board of Nursing; Respondent should start counseling/psychotherapy every two (2) weeks for eight (8) sessions; and, Respondent should attend a substance use support group for the next ninety (90) days.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **CRYSTAL LYNN KINNAIRD PIPPEN, NCSBN ID. 11099297, LICENSE NO. L040625**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that Respondent's license and privilege to practice as a nurse be placed on probation for one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$1,509.00, plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) days of receipt of this Order. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved course: *The Nurse and Professional Behaviors*. Respondent shall submit the certificate of completion via the Board approved monitoring program.

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- Respondent shall request to the Board verification of termination of the probationary period and license reinstatement by submitting the *Reinstatement Request* form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including but not limited to checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three [3] weeks) with a controlled medication may be allowed for an acute illness or acute condition with a short-term waiver and appropriate documentation (medical record documentation, etc.). Respondent shall provide a completed short-term waiver within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program.
- Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent agrees to have personal prescriptions monitored through the Prescription Drug Monitoring Program by board staff while under Board order.
- Respondent shall submit to observed random drug screens. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites or failure to present and provide specimen when notified.
- Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires thirty (30) days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board of Nursing.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher licensure level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not serve as a preceptor during probation. Respondent shall not secure employment or be employed through a staffing agency. Respondent shall not be employed in the following settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.

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- The Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state and local laws and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Tabitha Lancaster and seconded by Veronica Harmon.

PASSED

The following items were discussed:

- Approve Board minutes for the November 13, 2024 and November 14, 2024 Board meetings.
- Faith A Fields Nursing Loan Program scholarships for the 2025 spring semester.
- An update on the APRN Strategic Plan was provided by staff.
- An update on the Information Technology strategic plan was provided by staff.
- The Prescriber metrics report was reviewed. No new prescribers appeared on the report.
- David Dawson reviewed the cases on appeal.

MOTION: I MOVE that the Arkansas State Board of Nursing approve the Board meeting minutes from the November 13, 2024 and November 14, 2024, Board meetings.

MOTION: I MOVE that the Arkansas State Board of Nursing distribute the funds from the Faith A. Fields Nursing Loan Program for the 2025 spring semester, as follows:

Practice Renewal Applicants:

- 1) \$2,000.00 payable to University of Arkansas at CCB on behalf of Nathaniel Ayers;
- 2) \$2,00.00 payable to University of Central Arkansas on behalf of Gabriella Calderon;
- 3) \$2,000 payable to Baptist Health College on behalf of Loren Christopher;
- 4) \$2,500.00 payable to Henderson State University on behalf of Clayton Cockerill;
- 5) \$2,000.00 payable to Henderson State University on behalf of Caityn Jones Cotton;
- 6) \$2,500.00 payable to University of Central Arkansas on behalf of Terren Cox;
- 7) \$2,000 payable to Harding University on behalf of Lisa Elliott;
- 8) \$2,000.00 payable to Harding University on behalf of Japril Goldsberry;
- 9) \$2,000.00 payable to University of Central Arkansas on behalf of Lehia Hardin;
- 10) \$2,000 payable to the University of Tulsa on behalf of Makenzie Martin;
- 11) \$2,000.00 payable to Baptist School of Nursing on behalf of Jamie Miller;
- 12) \$2,000.00 payable to Harding University on behalf of Madalyn Minton;
- 13) \$2,000.00 payable to Henderson State University on behalf of Alexis Moser;
- 14) \$2,500.00 payable to Black River Technical College on behalf of Sharonaka Ransom;
- 15) \$2,000 payable to Arkansas State University on behalf of Grace Robertson;
- 16) \$2,500.00 payable to Arkansas State University on behalf of Madison Taylor;

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17) \$1,000.00 payable to University of Arkansas at Monticello on behalf of Holly Wilson; and

18) \$2,000.00 payable to University of Central Arkansas on behalf of Heaven Wine.

I MOVE that the Arkansas State Board of Nursing distribute the funds from the Jill Hasley Memorial Scholarship Program for the 2025 Spring Semester, as follows:

1) \$2,000.00 payable to Baptist School of Nursing on behalf of Katie Couture;

Brought by Veronica Harmon and seconded by The Scholarship Committee.

PASSED

There being no further business, the meeting recessed at 6:13 pm.



Allie Barker, President



Mindy Darner, Recording Secretary

APRIL 2, 2025

Date Approved