



Arkansas Department of Health

Arkansas State Board of Nursing

1123 S. University Ave., #800 • Little Rock, AR 72204
(501) 686-2700 • Fax (501) 686-2714

BOARD MEETING MINUTES

- TIME AND PLACE:** May 6, 2026
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:** Ashley Davis, Director, PhD, RN
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
Kim Hooks, ASBN Assistant Director- ArNAP, MPH, BSN, RN
Udell Ward Jr., Regulatory Board Chief Investigator
Brandy Haley, Program Coordinator, PhD, RN, CNE
Charissa McVay, Nurse Practitioner-FPA/Enforcement
Janet Simpson, MSN, RNP, RNC-MNN, Nurse Investigator
Heidi Hogue, ASBN Program Coordinator, MSN, RN
Paul Bradshaw, IT Infrastructure Coordinator
Susan Moore, Computer Operator
Christine Lewis, Executive Assistant to the Director
Mindy Darner, Legal Support Specialist
Lou Ann Walker, Public Information Coordinator
Elaine Wootten, Administrative Analyst
- Guests:** Melissa Qualls, Respondent mother
Bruce Cooney, Respondent spouse
David Anderson, Respondent spouse

President Allie Barker called the meeting to order at 8:35 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.

The following items were discussed:

- Approving the April 2026 minutes.
- Updating the Board Approved Evaluators list
- Changing the window of time participants must submit specimens to the drug testing sites.
- Shannon Mckinney, ASBN Assistant Director for Advance Practice shared the prescriber’s matrix report.

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MOTION: I MOVE that the ADH- Arkansas State Board of Nursing approve the minutes from April 1, 2026, and April 2, 2026.

Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

MOTION: I MOVE that Arkansas State Board of Nursing amend the Board Approved Addiction Psychological Evaluators with the following change: Remove: Dr. Roger Morgan.

Brought by Allie Barker and seconded by Jamie Sims.

PASSED

CASEY LEIGH QUALLS, NCSBN ID. 25229770, LPN LICENSE NO. 230151 (INACTIVE-ATD)

Respondent was present for the proceedings before the Board and was represented by counsel, Jesse Daggett. Janet Simpson, MSN, RNP, RNC-MNN, and Kim Hooks, MPH, BSN, RN, provided testimony on behalf of the Board. Melissa Qualls provided testimony on behalf of the Respondent. The Board opened an investigation after Respondent answered "yes" to a screening question on the LPN licensure application, stating she had a prior conviction in 2017. On January 19, 2017, Respondent entered a plea of guilty to A.C.A. 5-64-443(a)(2) Possession of Drug Paraphernalia, a Class D Felony, in the Circuit Court of Cross County, AR. On February 21, 2023, the conviction was sealed. On September 18, 2025, Board investigator, Terry Kuykendall submitted his report in response to a complaint submitted to the Board on April 22, 2025. During the investigation and follow-up, Respondent admitted to taking tramadol for several years and that she is now on Medication Assisted Treatment (MAT), to include, initially, buprenorphine/naloxone sublingual tablets and currently, Suboxone subcutaneous injections. Dr. Roger Morgan evaluated Respondent for a psychological and addiction exam. His report included the following information: Diagnoses: According to the information she (Respondent) provided, there is history of an arrest for substance abuse, possession of drug paraphernalia, and endangering the welfare of a minor. Recommendations: Respondent states she has been clean since her rehabilitation requested by the courts and has had no further problems with substances of abuse; however, I (Dr. Morgan) recommend that Respondent should be subject to random drug screens by the Board. Conclusion: Accordingly, based on this information received from the courts and as well as the questions during our visit, I would recommend Respondent be allowed to take the Board Examiner Licensure Examination. On July 12, 2024, Respondent signed a one (1) year contract and entered the Arkansas Nurse Alternative to Discipline (ArNAP) program. Respondent was subsequently discharged from ArNAP on March 5, 2025, for noncompliance for having four (4) Level I violations in a twelve (12) month period. The violations included testing positive on three (3) urine drug screens for tramadol or hydrocodone, along with two (2) no shows for testing. Respondent was notified of the discharge and her case being referred to disciplinary action via the nurse portal and First Class Mail to the last address on file with the Board. Respondent has not viewed the message and the letter was not returned to the Board. On March 13, 2025, Board staff sent Respondent a Noncompliance Consent Agreement specifying a probationary period of two (2) years. The packet was sent to Respondent via the nurse portal on March 13, 2025, and United States Postal Service (USPS) Certified Mail on March 14, 2025, with a deadline of April 4, 2025, to respond. Respondent viewed the portal message on May 21, 2025, and Respondent signed for the packet on March 25, 2025. Respondent failed to respond to Board staff. According to pharmacy and medical records, Respondent was prescribed buprenorphine-naloxone initially on February 28, 2025. Therefore, a letter was sent to Respondent through the nurse portal and by certified mail, requesting documentation of Medicated Assistance Treatment (MAT) requirements as outlined by Board policy. Respondent submitted the requested information regarding her current Medication Assisted Treatment. Because Respondent is currently on MAT treatment, and pursuant to the Board's direction, a hearing is being scheduled in lieu of an offered consent agreement, for the Board to review the matter.

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 **CASEY LEIGH QUALLS, NCSBN ID. 25229770, LPN LICENSE NO. 230151 (INACTIVE-ATD)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(2), (a)(4) and (a)(6) and that Respondent's license and privilege to practice as a nurse be placed on 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 \$2,260.00, 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.

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- Respondent shall obtain or continue counseling with current providers and shall submit the *Treatment Provider Report* quarterly via the Board approved monitoring program until discharged by the practitioner.
- 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 be granted a waiver for MAT during probation.
- Respondent can sit for the NCLEX-RN.
- 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 random drug screens by direct observation or DNA-authentication. 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 for observed drug screens, or within the time and manner designated by the DNA-authentication laboratory. 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

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settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.

- 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 Phillip Petty and seconded by Lakisha Young.

PASSED

ASHLEY RENE HAMILTON, NCSBN ID. 20591839, LICENSE NO. R074531 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Udell Ward, ASBN Chief Investigator, and Penny Summers, RN, provided testimony on behalf of the Board. Respondent was arrested on June 7, 2023, in Johnson County, Arkansas. Approximately 1.5 mg of morphine and 1 ml of hydromorphone were seized. Four (4) clear syringes and three (3) needles were seized. Respondent was charged with one (1) count of Possession of Controlled Substance Schedule I/II not Meth, Cocaine, Heroin, or Fentanyl < two (2) grams, and one (1) count of DWI. On October 2, 2024, the Possession of Controlled Substance charge was reduced, and Respondent entered a negotiated plea of guilty the Class A Misdemeanor charge of A.C.A. § 5-73-102(a) Possessing an Instrument of Crime, in The Circuit Court of Johnson County, Arkansas, Case No. 36CR-23-115. Respondent received a twelve (12) month Suspended Imposition of Sentence and was ordered to pay \$1,090.00 in fines and cost. The conditions of the Suspended Imposition included, but was not limited to, submission for random testing for the use of controlled substances or intoxicants. The additional charge of DWI was dismissed. Respondent was working at CHI St. Vincent at the time she was arrested. Respondent's managers at St. Vincent reported that the Arkansas State Police contacted them on June 7, 2023, to report Respondent's arrest. They reported that Respondent had narcotics in her possession when stopped for a traffic violation. Respondent indicated to the police that she forgot to waste the medication and was on her way back to work to waste the medications. Respondent's pupils were pinpoints and she appeared to be intoxicated. Respondent was informed that she would not be allowed to return to work until she met with Human Resources. On June 20, 2023, Respondent met with hospital staff. Respondent was informed that due to her blatant disregard of policies in not handling medications as required, that had a negative impact to the facilities patients and organization, her conduct constituted Gross Misconduct. It would be recommended that Respondent be terminated. The facility identified eight (8) patients as having morphine and/or Dilaudid removed by Respondent from May 14, 2023, to June 3, 2023. The medications were documented as given; however, two (2) were not scanned. Respondent's employment was terminated on June 23, 2023, due to mishandled drugs and possible diversion. Board staff requested that Respondent submit to a psychological/addictive evaluation. Respondent viewed the request in the nurse portal but failed to provide the evaluation. Board staff sent another letter to Respondent informing her that her case would be scheduled for a hearing. Respondent sent a portal message to Board staff that she would schedule an appointment for the evaluation. However, Respondent has failed to provide the requested evaluation and has quit communicating with 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 **ASHLEY RENE HAMILTON, NCSBN ID. 20591839, LICENSE NO. R074531 (EXPIRED)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(2) and (a)(6) and that Respondent's license and privilege to practice as a nurse be suspended until Respondent provides

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Board staff with an Addictive/Psychological evaluation that states Respondent is safe to practice, and Board staff has reviewed the evaluation and assessed any recommendations made by the evaluation. If Board staff recommend probation after review of the evaluation and the Board's investigation, Respondent's license will remain suspended until the Board ratifies a Consent Agreement between the Board and Respondent, or until Respondent appears before the Board after the evaluation is received.

Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

SANDRA LASHAWN DUVALL KEMP, NCSBN ID. 20742584, LICENSE NO. L057577 (INACTIVE-ATD)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, and Melissa Russenberger, RN, provided testimony on behalf of the Board.

The Board received a self-report from Respondent on December 6, 2023. The report indicated that all nursing staff were escorted for drug testing after a medication error occurred on November 28, 2023, at Monett Manor in Monette, Arkansas. Respondent tested positive for THC. Respondent reported she purchased THC gummies in Missouri for the "sole purpose of sleeping after three (3) twelve (12) hours shifts. She also stated that she did not have, nor has ever had a medical marijuana card in the state of Arkansas. Respondent was referred to the Arkansas Nurse Alternative Program (ArNAP). Respondent signed the ArNAP agreement on January 10, 2024, and acknowledged a violation of the *Arkansas Nurse Practice Act*, A.C.A. §17-87-309(a)(6) which states in part, "Is guilty of unprofessional conduct", and *ASBN Rules*, Chapter 7, Section IV(A)(6)(p), [now codified as 17 C.A.R. §126-102(8)(P)] which states, "unprofessional conduct includes failing or refusing a drug screen as requested by employer or Board." Respondent also acknowledged that she has a drug or alcohol problem or addiction. Pursuant to the terms of the ArNAP agreement, Respondent was to obtain an addictive evaluation by a Board-approved evaluator within thirty (30) days of signing the Agreement. Respondent failed to provide the evaluation and Board staff attempted to contact Respondent by the last known email and phone number on file with the Board and through the nurse portal. Respondent failed to respond or view the message in the portal. When Respondent failed to enter ArNAP, her case was forwarded to an investigator with Arkansas Department of Health Pharmacy Services. The investigation confirmed that Respondent tested positive for THC on a for cause drug screen while working at Monette Manor. Six (6) medical records regarding Respondent's administration of medication were reviewed. Four (4) records had discrepancies. A total of 6.5 mg of lorazepam was unaccounted for, a total of 30 mg of morphine was unaccounted for, and a total of 30 mg of hydrocodone was unaccounted for. In a telephone conversation with Respondent, the investigator instructed Respondent to report to National Medtest, Inc, Jonesboro, Arkansas, within the next forty-eight (48) hours to submit to an observed urine drug screen. Respondent never submitted a specimen for testing to National Medtest, Inc., Jonesboro, Arkansas. The signed ArNAP agreement also states that Respondent understands that if she is discharged for non-compliance, she shall immediately be referred to the Board for disciplinary action and her license status will return to inactive, and she understands that if she chooses to withdraw from ArNAP, she shall immediately surrender her license. Board staff sent a letter notifying Respondent that her case was referred to hearing for failure to submit the required evaluation. Respondent was also given the opportunity to voluntarily surrender her license. The letter was sent by United States Postal Service (USPS) Certified mail to Respondent's last known address on file with the Board and through the nurse portal. The certified mail was signed for on March 18, 2024. Respondent has not provided the addictive evaluation as required by the ArNAP agreement, has not communicated with Board staff regarding discipline or a consent agreement, has not submitted to the drug screen as requested by the Pharmacy Services Investigator, and has not provided a signed voluntary surrender form.

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 **SANDRA LASHAWN DUVALL KEMP, NCSBN ID. 20742584, LICENSE NO. L057577 (INACTIVE-ATD)**, 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 Respondent provides Board staff with an Addictive/Psychological evaluation that states Respondent is safe to practice, and Board staff has reviewed the evaluation and assessed any recommendations made by the evaluation. If Board staff recommend probation after review of the evaluation and the Board's investigation, Respondent's license will remain suspended until the Board ratifies a Consent Agreement between the Board and Respondent, or until Respondent appears before the Board after the evaluation is received.

Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

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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:

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

Baum, Mary Frances Davis, RN 234196 (Roland, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Arkansas State Board of Nursing Rules, 17 CAR § 126-102(8)(T)
Probation – 1 year
Courses – *Substance Abuse Bundle*

Estes, Alexa Christine Beam, A004752, R084654 (Fayetteville, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4)
Probation – 1 year
Courses – *Substance Abuse Bundle*

Smith, Chariti Dawn Cooper, R077128 (Jonesboro, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(4), (a)(6)
Arkansas State Board of Nursing Rules, 17 CAR § 126-102(8)(T)
Probation – 4 years
Courses – *Substance Abuse Bundle*

Webb, Lindsey Lea Bailey, R087096 (Hampton, AR)

Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)
Arkansas State Board of Nursing Rules, 17 CAR § 126-102 (8)(T)
Probation – 2 years
Courses – *ICRS: Upholding the Standard, Professional; Accountability in Nursing*
Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

The meeting recessed for lunch at 12:33 p.m. Following lunch, the Board resumed hearings.

President Allie Barker called the meeting to order at 1:13 p.m. A flexible agenda was approved.

CARLISA RENE LITMON-GRAY RIDDLES COONEY, NCSBN ID. 22075068, LICENSE NO. R091883 and L052314 (EXPIRED)

Respondent was present for the proceedings before the Board and was not represented by counsel. Udell Ward, ASBN Chief Investigator, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. Respondent was issued a Letter of Reprimand (LOR) on December 31, 2024, for a violation of A.C.A. § 17-87-309(a)(6). On November 29, 2021, Respondent was employed as a Quality Control/Quality Improvement/Infection Control Nurse also known as (a.k.a) CQI Nurse, with the Pulaski County Jail in Little Rock, Arkansas. Respondent was assigned to the position by Turn Key Health. On July 7, 2022, Respondent left the facility after handing the Administrator a note stating, "I'm headed out." The note didn't offer any explanation, and Respondent didn't inform others of her departure. Records provided shows Respondent clocked out at 11:47 a.m. on July 7, 2022. On July 8, 2022, Respondent was a "no call no show" and did not respond to calls and/or text messages as she was the call nurse for the following weekend. On July 11, 2022, Respondent failed to respond to a "Code Red" in the juvenile unit to care for patient J.J. at approximately 3:37 p.m. During the incident, it was discovered Respondent left the premises without informing anyone or appropriate personnel. The timecard provided shows on July 11, 2022, Respondent clocked in at 7:51 a.m. and clocked out at 10:25 a.m. A note on the timecard shows Respondent was

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scheduled to work 8:00. a.m. through 4:00 p.m. Respondent's failure to inform appropriate personnel resulted in delayed care for patient J.J. The chart note for patient J.J. states, " ... presented to unit after patient found on the floor after altercation with another patient." "J.J. reports he "blacked out" and had a seizure after knocking his head on the floor during altercation, knot to back of head. He reports diminished vision with "hook" in the field of vision, vision grossly intact. Deputy reports the reports that the incident was unwitnessed, and there is no camera footage that covers the cell where the incident took place. [J.J.] denies nausea, vomiting or headache. [J.J.] reports mild dizziness in addition to vision changes in left eye." Bertha Lowe, HSA provided a statement via email dated November 16, 2022. The email states, "On July 11, 2022, I was asked by Director of Nursing (DON) Katherine Baston, to ask Nurse Carlisa Riddles to go to Juvenile Detention. I sent her to Juvenile Detention. I was not notified by Nurse Riddles when she left that facility nor am I aware if or whom she notified at the time she left the facility." On July 13, 2022, a Personnel Action Form indicates Respondent's employment was voluntarily terminated. Respondent was determined to be ineligible for rehire after she abandoned her shift on July 11, 2022, and not reporting for duty on July 12 and 13, 2022. The document also indicates Respondent did not complete her two (2) week notice. On February 2, 2023, Melissa Russenberger, RN, Drug Control Investigator with ADH Pharmacy Services submitted a professional drug screen which indicates Respondent tested positive for fluoxetine >100 ng/ml, fluoxetine metabolite at 432 ng/ml, and diphenhydramine at 303 ng/ml. The LOR required Respondent to complete the *Nurse and Professional Behaviors* and *ICRS Upholding the Standard: Professional Accountability in Nursing* courses within six (6) months. Respondent requested a hearing to appeal the issuance of the LOR.

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 uphold the letter of reprimand issued on December 31, 2024 against the licensure of **CARLISA RENE LITMON-GRAY RIDDLES COONEY, NCSBN ID. 22075068, LICENSE NO. R091883 and L052314 (EXPIRED).**

Brought by Tabitha Lancaster and seconded by Allie Barker.

PASSED

AMY LEAMM FREEMAN HENLEY, NCSBN ID. 24267782, RN LICENSE NO. 215626

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. On June 4, 2025, the Board ratified a Consent Agreement placing Respondent's RN licensure on probation for one (1) year for violations of A.C.A. § 17-87-309(a)(6). Respondent has failed to fully comply with the terms of the Consent Agreement. Respondent submitted one (1) *Dilute Specimen* for drug testing on September 22, 2025. Respondent tested positive three (3) times for ETG and ETS (alcohol metabolites) between November 6, 2025, and February 19, 2026. Respondent tested positive for alcohol at 422 ng/mL on a PEth test on February 25, 2026. Respondent tested positive for BZE (cocaine metabolite) on February 19, 2026. Respondent failed to submit the *Substance Abuse Bundle* course completion certificate due January 31, 2026. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, 17 CAR § 126-102(8)(T) by failing to comply with the terms and conditions of the June 4, 2025, Consent Agreement ordered by the Board.

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 **AMY LEAMM FREEMAN HENLEY, NCSBN ID. 24267782, RN LICENSE NO. 215626**, 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 Ark. Code Ann. § 17-87-309(a)(6) years 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 obtain or continue counseling with a psychiatrist, psychologist, or other recognized mental health practitioner and shall submit the *Treatment Provider Report* quarterly via the Board approved monitoring program until discharged by the practitioner. Treatment shall begin within thirty (30) days of receipt of this order.
- 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

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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 random drug screens by direct observation or DNA-authentication. 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 for observed drug screens, or within the time and manner designated by the DNA-authentication laboratory. 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.
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- 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.
- 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.

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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.
- 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

JUSTIN POTTS, FLORIDA RN LICENSE NO. R9528579

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. On December 30, 2024, the Board issued a Letter of Reprimand (LOR) with stipulations on Respondent's multistate privilege to practice for issues involving unprofessional conduct. The LOR required Respondent to complete and provide the course completion certificates for the *Nurse and Professional Behaviors* and *ICRS: Upholding the Standard: Professional Accountability in Nursing* courses within six (6) months. Respondent activated his monitoring account in Affinity, but he has failed to complete the required courses and to upload the course completion certificates. Despite repeated attempts to communicate with Respondent, Respondent has failed to communicate with Board staff and has failed to complete the required courses. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's Rules, 17 CAR § 126-102(8)(T) by failing to fully comply with the terms and conditions of the Letter of Reprimand dated December 30, 2024.

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 **JUSTIN POTTS, FLORIDA RN LICENSE NO. R9528579**, has violated of Ark. Code Ann. §17-87-309 (a)(6) and the ASBN *Rules*, 17 CAR § 126-102 (8)(T) and that the Board suspend the privilege to practice until the terms of their Letter of Reprimand are met.

Brought by Cassie Gonzalez and seconded by Veronica Harmon.

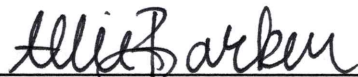
PASSED

MOTION: I MOVE that ASBN make the following change to the established Drug Related Standard Stipulations: Drug Screening for both Disciplinary and ArNAP monitoring: Remove the two (2) hour window statement, and add "if selected for testing, Respondent shall submit the specimen for observed drug screening by 11:59pm on the day of selection, or within the time and manner designated by the DNA authenticated drug testing laboratory,."

Brought by Cassie Gonzalez and seconded by Veronica Harmon.

PASSED

There being no further business, the meeting adjourned at 4:00 pm.



Allie Barker, President



Mindy Darner, Recording Secretary

June 3, 2026

Date Approved