



BOARD MEETING MINUTES

TIME AND PLACE: January 8, 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: Charles Moulton, Hearing Officer
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
Tammy Vaughn, ASBN Assistant Director, MSN, RN, CNE
Brandy Haley, Program Coordinator, PhD, RN, CNE
Heid Houge, ASBN Program Coordinator, MSN, RN
Charissa McVay, Nurse Practitioner-FPA/Enforcement
Paul Bradshaw, IT Infrastructure Coordinator
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
Lou Ann Walker, Public Information Coordinator
Carla Davis, Licensing Coordinator
Lexie Hubbard, Administrative Coordinator
Cecelia Leman, Fiscal Support Specialist
Janet Simpson, ASBN Nurse Investigator, MSN, RNP, RNC-MNN

Guests: Cheryl Holden, University of Arkansas at Fort Smith
Shannon Young-Williams, Respondent's Mother

President Allie Barker called the meeting to order at 9:11 a.m. Guests were welcomed and a flexible agenda was approved.

David Dawson, ASBN General Counsel and Jennifer Ivory, ASBN Attorney Specialist held an educational session regarding medical marijuana.

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.

SETH COLBY ROBINSON, NCSBN ID. 24255175, RN LICENSE NO. 217157

Respondent was present for the proceedings before the Board and was represented by counsel, Ben Bristow. Udell Ward, ASBN Chief Investigator, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. The Arkansas State Board of Nursing (ASBN) initiated an investigation after receiving five (5) complaints. Epic Travel Staffing submitted a complaint on December 5, 2023, reporting that Respondent had a positive pre-employment drug screen for cocaine. Four (4) other anonymous complaints alleged Respondent was arrested for cocaine possession and “enough cocaine in his possession to get charged with distribution.” Respondent’s records from Epic Travel Staffing indicate that Respondent submitted to a pre-employment drug screen on November 21, 2023, and tested positive for cocaine. Respondent’s personnel records from NEA Baptist Memorial Hospital indicated Respondent was counseled for violation of attendance policy, with 7.5 occurrences from on or about May 5, 2022, through January 15, 2023. On December 1, 2023, members of the 2nd Judicial Drug Task force executed a search and seizure warrant at 4500 Ocean Drive, Jonesboro, the home of the Respondent. During the search approximately 1.5 grams of cocaine was recovered along with approximately four (4) grams of marijuana. The Respondent was arrested and charged with Simultaneous Possession of Drugs and Firearms, Possession of Cocaine with the Purpose to Deliver, and Possession of Drug Paraphernalia. Respondent agreed to a six (6) month pre-adjudicated probation, supervised by a Probation Officer. The Respondent signed the Terms and Conditions, and the case was transferred to Restorative Court. On August 1, 2024, an Order of Dismissal and Order to Seal was entered by the Circuit Court of Craighead County. The Dismissal indicated the Respondent successfully completed Restorative Court and that the charges, including Simultaneous Possession of Drugs and Firearms, Possession of Drug Paraphernalia, and Possession with Purpose to Deliver were dismissed and the Respondent was discharged. Respondent was evaluated by Sidney Theiss, M.S. & Benjamin Silber, Ph.D., ABPP. Respondent informed the evaluator that he was using cocaine six (6) times per month during October and November of 2023, and that he last used cocaine on November 29, 2023. He admitted testing positive on the pre-employment drug screen with Epic Travel Staffing. The evaluation indicates in part that Respondent is able to practice nursing safely, however, they recommend that Respondent receive regular drug testing. Board staff offered Respondent a three (3) year consent agreement with a requirement to attend support group meetings. A subsequent offered consent agreement removed the requirement of support group meeting attendance. Respondent declined the offered consent agreement and requested a hearing before 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 **SETH COLBY ROBINSON, NCSBN ID. 24255175, RN LICENSE NO. 217157**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(4) and (a)(6) and that Respondent’s license and privilege to practice as a nurse be placed on probation for three (3) years with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$2,685.00, 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(s): *Substance Abuse Bundle*. Respondent shall submit the certificate(s) of completion via the Board approved monitoring program.
- 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 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 settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice or Home Health.
 - 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.

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- 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

The following item was discussed:

- Approving the Arkansas State Board of Nursing *Rules* changes.

MOTION: I MOVE that the ADH- Arkansas State Board of Nursing approve the attached changes to the following Arkansas State Board of Nursing *Rules*, as attached: Title 17. Professions, Occupations, and Businesses; Chapter XXII. Arkansas State Board of Nursing, Department of Health; Subchapter A. Generally; Part 120. General Provisions; Subpart 1. Purpose and Authority; Part 121. Licensure Registered Nurse, Licensed Practical Nurse, and Licensed; Psychiatric Technician Nurse; Subpart 1. Qualifications; Part 122. Registered Nurse Practitioner; Subpart 1. Scope of Practice; Part 123. Advanced Practice Registered Nurse; Subpart 1. Scope of Practice; Part 124. Delegation; Subpart 1. Generally; Part 126. Rules of Procedure; Subpart 1. Generally; Part 127. Certified Medication Assistant or Medication Assistant-Certified; Subpart 1. Generally; Part 130. Full Independent Practice Credentialing Committee; Subpart 1. General Matters; Part 131. Dialysis Patient Care Technicians.

Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

The meeting recessed for lunch at 10:33 a.m. Following lunch, the Board resumed hearings.

President Allie Barker called the meeting to order at 1:01 p.m. A flexible agenda was approved.

COURTNEY DENA YOUNG, NCSBN ID. 23301054, RN LICENSE NO. 125015 and LPN LICENSE NO. L058716 (EXPIRED)

Respondent was present for the proceedings before the Board and was represented by counsel, Chris Burks. Janet Simpson, MSN, RNP, RNC-MNN, Rhonda Mayo, RN, and Hannah Swisher, RN provided testimony on behalf of the Board. Jenny Gallien, RN, and Anthony Chambers, RN, provided testimony on behalf of the Respondent. An investigation commenced after the Board received a complaint alleging that Respondent smoked marijuana all day and that she had been high before and during patient care. Respondent submitted to an Arkansas Department of Health Pharmacy Services urine drug screen on December 9, 2024, which resulted in a positive test for Marijuana Metabolite at 19 ng/ml. Respondent did not have a valid Medical Marijuana Card. Respondent was evaluated by Jennifer Shuler, APRN, PMHNP-BC. The evaluation report included the following: Diagnoses: Unspecified Trauma- and Stressor-related Disorder, other stressful life events affecting family and household. Cannabis use, unspecified, uncomplicated. Summary of Opinions: There are no psychological or substance use concerns for Respondent's ability to practice nursing safely. No restrictions to any parameters of practice are necessary. No recommendations necessary. Respondent does not meet the criteria for any substance use disorder, is not currently misusing substances, but does meet criteria for anxiety and depression which are known issues worsened by this situation. Respondent has never received any mental health treatment or counseling, but would benefit due to her evidence-based screening for this evaluation. Board staff offered Respondent a one-year consent agreement. Respondent declined the offered consent agreement and requested a hearing before 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 **COURTNEY DENA YOUNG, NCSBN ID. 23301054, RN LICENSE NO. 125015 and LPN LICENSE NO. L058716 (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 ____ () years with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$1,127.50, 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(s): *Substance Abuse Bundle*. Respondent shall submit the certificate(s) of completion via the Board approved monitoring program.
- 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 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.
- 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.

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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 all employer(s) sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer(s) complete the *Performance Evaluation Report* and Respondent shall submit the report(s) 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. Except in her employment at Independent Living Services, the Respondent's administrator may serve as her supervisor.
- 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 Cassie Gonzales and seconded by Veronica Harmon.

PASSED

AUDREY ANN GIBSON, NCSBN ID. 22832579, LPN LICENSE NO. 225771 (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. Respondent reported to the Board upon application for initial licensure that she has a history of criminal convictions and substance abuse. She attended Shalom Women's Recovery Center treatment program ordered by the court in 2015. The Board requested and Respondent obtained an evaluation for addictive behavior. The evaluation was conducted by Bradley Diner, MD on October 29, 2022. Dr. Diner's impressions indicate 1) Opiate use disorder in full sustained remission, and 2) Attention deficit hyperactivity disorder by history. Respondent was voluntarily admitted to the Arkansas Nurse Alternative Program (ArNAP), and signed the contract on November 30, 2022, for a three (3) year term. Her contract required drug testing, monthly personal reports, quarterly case management meetings, and quarterly performance evaluation and treatment provider reports. She was also required to attend support group meetings three (3) times a week and to complete the *Substance Abuse Bundle* and *The Nurse and Professional Behaviors* courses. Respondent signed the ArNAP contract, which explicitly states that by entering said contract, Respondent is admitting to a violation of the *Arkansas Nurse Practice*

Act. Respondent was discharged from the program on October 24, 2024, for having more than three (3) level one (1) violations within twelve (12) months. Respondent's ArNAP contract states that Respondent understood that, if she received more than three (3) Level one (1) violations within a twelve (12) month period, she would be discharged from ArNAP. Respondent had three (3) Level one (1) violations for Missed Check-ins with a total of ten (10) missed check-ins. On August 27, 2024, Respondent had a No Show for drug testing, which constitutes a Level one (1) violation. On October 15, 2024, Respondent tested positive for ETG/ETS which constitutes a Level one (1) violation. On December 2, 2024, Respondent was offered a Reinstatement Consent Agreement for the same terms as her previous ArNAP contract, as required by the contract. Respondent refused the offered Consent Agreement and requested a hearing before the Board. 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 her ArNAP contract.

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 **AUDREY ANN GIBSON, NCSBN ID. 22832579, LPN LICENSE NO. 225771 (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 one (1) year following two (2) years of probation with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$2,250.00, 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 within six (6) months of successful completion of the Board approved course(s): *Refresher Course, PN*. Respondent shall submit the certificate(s) of completion via the Board approved monitoring program.
- 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 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 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 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 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.

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Brought by Phillip Petty and seconded by Lakisha Young.
PASSED

There being no further business, the meeting adjourned at 3:30 pm.

Allie Barker

Allie Barker, President

Mindy Darner

Mindy Darner, Recording Secretary

February 5, 2026

Date Approved