



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:	April 3, 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, Assistant Director, MSN, RN, CNE Susan Moore, Computer Operator Mindy Damer, Legal Support Specialist Corrie Edge, Administrative Analyst Lisa Mendenhall, Legal Support Specialist LouAnn Walker, Public Information Coordinator Christine Lewis, Executive assistant to the Director Carla Davis, Licensing Coordinator
Guests:	Crystal Price, Master's Student- University of Arkansas-Monticello M. Nikki Williams, APRN/DNP Student Ashley S. Davis, Arkansas Center for Nursing Executive Director Blaine Snyder, Arkansas Healthcare Association

President Allie Barker called the meeting to order at 8:36 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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Informal Interviews of the two (2) candidates for Director of the Arkansas State Board of Nursing were conducted:

- Ashley S. Davis, DNP, Arkansas Center for Nursing Executive Director
- Shannon McKinney, DNP, APRN, WHNP-BC, ASBN Assistant Director

SUSAN ELIZABETH CURTIS, NCSBN ID. 2202825 and LICENSE NO. R089645 (INACTIVE-SUSPENSION)

Respondent was not 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. After a hearing on October 12, 2023, the Board issued a Findings of Fact and Conclusions of Law regarding Respondent's nursing license. The Board found that Respondent failed to comply with the requirements of a Reinstatement Consent Agreement, and subsequent Noncompliance Consent Agreement. The Board ordered that Respondent's license be suspended for one (1) year, to be followed by probation for two (2) years. Respondent has not been compliant with the current Board Order and she is currently ineligible for reinstatement of her license from suspension. Before the October 12, 2023, noncompliance hearing, the Board issued a Letter of Reprimand (LOR) to Respondent, on June 29, 2023, for violations of the *Arkansas Nurse Practice Act*, A.C.A. §17-87-309(a)(6) and the Arkansas State Board of Nursing *Rules*, Chapter 7, Section IV (A)(6)(c) and (e) [now codified as 17 CAR § 126-102 (8)(C) and (E)]. The LOR ordered Respondent to complete the *Nurse and Professional Behaviors*, *Documentation for Nurses*, and *Medication Administration* courses within six (6) months. The issuance of the LOR was based upon the following facts: On October 15, 2021, the Respondent was alleged to have documented the administration of a tube feeding for Resident "C.M." which did not take place, according to a video recording. The facility investigation report states in part at 11:13 pm, the Respondent was observed on video taking tube feeding into the room of Resident "C.M." At 11:59 pm, a CNA was observed bringing the resident to the nurse station in a geri-chair with no tube feeding connected. Resident "C.M." was observed on video in the geri-chair at the nurse station from approximately midnight until 2:54 am, with no tube feeding attached. The Respondent documented on the MAR the feeding was given throughout the night including 600ml of feeding intake given. The Respondent signed the MAR at 3:57 am. On October 15, 2021, the Respondent was alleged to have altered the count of Ativan Concentrate 2mg/ml for Resident "L.J." after it was reported by Cassis Henry, LPN, the count was off by 0.5ml. The facility investigation report states in part the Respondent said to LPN Henry, "I did not give a dose but this will fix it." The Respondent then corrected the count and circled it. Administrator Diane Glegg contacted Monique Calderon, LPN, who worked day shift on October 14, 2021. LPN Calderon reported she and the Respondent counted the Ativan Concentrate together and the count was accurate. The Respondent and LPN Calderon were observed on video in the med room at 6:00 pm with the narcotic book to count the narcotics in the refrigerator where the drug was stored in a locked box. During a telephone interview with Administrator Glegg and Bob Bushman, DON, regarding the count of the Ativan Concentrate, the Respondent stated, "I did not give any but I fixed the count." The facility investigation was unable to account for the missing 0.5 ml of Ativan Concentrate. On October 14, 2021, the Respondent was alleged to have not dispensed 1 mg Ativan to Resident "J.S." at bedtime. The facility investigation report states in part Cassie Henry, LPN noted "a nighttime dose had not been signed out of the narcotic book." On October 14, 2021, at 10:22 pm, the Respondent signed the MAR indicating she gave the resident the Ativan 1 mg as scheduled. The narcotic log sheet noted no dose of Ativan 1 mg was given to Resident "J.S." and the last dose was administered on October 14, 2021, in the morning. The resident was assessed and was determined to not be in any distress. On October 18, 2021, during a telephone interview with Diane Glegg, Administrator, the Respondent stated, "The nurses were holding Ativan due to the Resident being sleepy." The Respondent also states she made a progress note documenting this

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occurrence. A review of the Resident's chart indicated no progress note was made, and the Respondent documented in the MAR the Ativan 1 mg was dispensed at 10:22 pm on October 14, 2021. The facility investigation determined there was no corresponding documentation indicating the withdrawal of medication from the lock box and narcotic logbook. Documents obtained from Apple Creek Health and Rehabilitation included an Employee Disciplinary Action form. The document indicates on September 16, 2021, the Respondent received a verbal warning for not notifying the family after a Resident fell on September 13, 2021. The corrective action noted the Respondent was instructed to always contact the family with incidents or change of condition at that time. Documents obtained from Shiloh Nursing and Rehabilitation included an Employee Memorandum. The document indicates on April 16, 2021, the Respondent failed to complete job duties on April 15, 2021, after being instructed to complete an A/I. On April 28, 2021, the Respondent was placed on a ninety (90) day action plan for arriving at work and clocking in on time. On May 14, 2021, the Respondent received a write up for arriving late five (5) times, after being placed on an action plan on April 28, 2021. On January 25, 2022, the Department of Human Services, Division of Provider Services and Quality Assurance, Office of Long Term Care (OLTC) issued a Founded Report for the allegation of Neglect at Apple Creek Health and Rehab, LLC in Centerton, Arkansas. After Respondent received the June 29, 2023, LOR, she requested a hearing before the Board to appeal the Letter of Reprimand.

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 dismiss the Letter of Reprimand appeal for failure to appear and prosecute issued to **SUSAN ELIZABETH CURTIS, NCSBN ID. 2202825 and LICENSE NO. R089645 (INACTIVE-SUSPENSION)** on June 29, 2023.

Brought by Tabitha Lancaster and seconded by Lakisha Young.

PASSED

THOMAS WILLIAM MCNABB, NCSBN ID. 20067230 and LICENSE NO. L042251 (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. On December 10, 2021, Respondent reported on his license renewal application that he was convicted of the crime of Driving While Intoxicated (DWI) in November 2020. Board investigators requested copies of the certified court disposition and work history from Respondent. Respondent did not respond. On November 29, 2023, Board staff sent a letter to Respondent via the nurse portal and certified mail to the last known address on file with the Board, requesting a response to the investigation. The portal message was not viewed. The certified mail was delivered to Respondent on December 3, 2023. Staff also left a voice message for Respondent at the last known telephone number on file with the Board. There has been no response from Respondent. An online search of Arkansas Court records revealed that Respondent has four (4) DWI convictions in Faulkner and Lonoke Counties. The dates of the convictions are listed as: February 10, 2020, in the Austin District Court; November 3, 2020, in the Conway District Court; June 10, 2021, in the Conway District Court; and June 10, 2021, in the Conway District Court. On October 24, 2024, Board staff sent another letter to Respondent via the nurse portal and certified mail, informing Respondent that his case had been referred to a hearing before the Board. The portal message has not been viewed. The certified mail was returned and marked, "Return to Sender – Unclaimed – Unable to Forward." Respondent has not responded or cooperated with the Board's investigation.

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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 **THOMAS WILLIAM MCNABB, NCSBN ID. 20067230 and LICENSE NO. L042251 (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 appears before the Board for a hearing.

Brought by Phillip Petty and seconded by Lakisha Young.

PASSED

The meeting recessed for lunch at 11:25 p.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.

The following items were discussed:

- Curriculum revision for the Arkansas Health Care Association School of Nursing.
- Faith A. Fields 2025 spring semester loans
- Attendance approval for the 2025 NCSBN Mid-Year Meeting
- Attendance approval for the 2025 NCSBN Annual Meeting
- Approval of Board hearing minutes for January 8, 2025 and January 9, 2025 meetings
- Approval of Board hearing minutes for February 27, 2025 meeting

MOTION: I MOVE that the ADH- Arkansas State Board of Nursing rescind the Faith A. Fields Nursing Loans for the 2025 spring semester, as follows:

Practice Renewal Applicants:

- 1) Rescind the scholarship in the amount of \$2,000.00 payable to University of Arkansas at CCB on behalf of Nathaniel Ayers;
- 2) Rescind the scholarship in the amount of \$2,500.00 payable to Black River Technical College on behalf of Sharonaka Ransom;
- 3) Rescind the scholarship in the amount of \$2,000.00 payable to University of Central Arkansas on behalf of Heaven Wine.
- 4) Correct the January 8, 2025 scholarship motion to reflect the payment amount for Caitlyn Jones Cotton is \$2,500 and not \$2,000.

Brought by Allie Barker and seconded by Tabitha Lancaster

PASSED

MOTION: I MOVE that the ADH- Arkansas State Board of Nursing (ASBN) approve the following Board members to attend the 2025 NCSBN Mid-Year Meeting in Pittsburgh, PA, March 10-13, 2025.

- Phillip Petty
- Jamie Sims

Brought by Allie Barker and seconded by Tabitha Lancaster

PASSED

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MOTION: I MOVE that the ADH- Arkansas State Board of Nursing (ASBN) approve the following Board members to attend the 2025 NCSBN Annual Meeting in Chicago, IL, August 11-15, 2025.

- Tabitha Lancaster
- Phillip Petty
- Barbara Hillman
- Jamie Sims

Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

MOTION: I MOVE that the Arkansas State Board of Nursing approve the Board meeting minutes from the January 8, 2025 and January 9, 2025 Board meetings.

Brought by Allie Barker and seconded by Cassie Gonzales.

PASSED

MOTION: I MOVE that the Arkansas State Board of Nursing approve the Board meeting minutes from the February 27, 2025 Board meeting and the revision of time and place to show a virtual meeting.

Brought by Allie Barker and seconded by Tabitha Lancaster.

PASSED

SHANTRICE ANTWOINIKA DAVIS, NCSBN ID. 25074517 and RN LICENSE NO. 227707

Respondent was present for the proceedings before the Board and was not represented by counsel. Tammy Vaughn, MSN, RN, CNE, provided testimony on behalf of the Board. On April 30, 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 or about January 2, 2025, Respondent submitted an initial exam application to the Arkansas State Board of Nursing with “no” marked as the answer for the question “Have you been convicted of a misdemeanor or felony, pleaded guilty, or nolo contendere to any charge in any state, jurisdiction country or province?” On February 23, 2016, Respondent plead guilty to Driving While Intoxicated (unclassified misdemeanor) in Crittenden County District Court – Earl Division, AR. The Arkansas State Board of Nursing *Rules*, 17 CAR § 126-102 (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 exam application was a false representation of the facts. On May 6, 2024, Board staff received a written request from Respondent for appeal of the Letter of Reprimand issued April 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 shall uphold the Letter of Reprimand issued to **SHANTRICE ANTWOINIKA DAVIS, NCSBN ID. 25074517 and RN LICENSE NO. 227707**, on April 30, 2024.

Brought by Tabitha Lancaster and seconded by Veronica Harmon.

PASSED

TIFFANY SUZANNE WILLIAMS, NCSBN ID. 24308535 and LPN LICENSE NO. 216630 (ACTIVE-PROBATION)

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 October 11, 2023, the Board ratified a Consent Agreement placing Respondent's LPN license on probation for one (1) year for violations of A.C.A. §17-87-309(a)(6). On June 12, 2024, the Board ratified a Probation Noncompliance Consent Agreement placing Respondent's LPN licensure on probation for one (1) year for violations of A.C.A. §17-87-309(a)(6) after Respondent missed three (3) drug screens. Respondent has failed to fully comply with the June 12, 2024, Probation Noncompliance Consent Agreement. Respondent failed to check in with the Board approved monitoring program four (4) times. Respondent failed to show to submit specimens for drug testing ten (10) times. Respondent submitted one (1) dilute specimen for testing. Respondent tested positive for promethazine one (1) time, without a short-term waiver. Respondent has failed to provide the required Employer Acknowledgement Form, and all required Personal Reports and Employer Reports. Respondent has failed to complete the *Substance Abuse Course Bundle* that was due January 1, 2025. Respondent has failed to submit any civil penalty quarterly payments, with a balance of \$2,250.00. 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 12, 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 **TIFFANY SUZANNE WILLIAMS, NCSBN ID. 24308535 and LPN LICENSE NO. 216630 (ACTIVE-PROBATION)**, 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 two (2) years followed by three (3) 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 \$3,750.00, 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 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 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

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- 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 Cassie Gonzales and seconded by Veronica Harmon.

PASSED

KELLY ERIN DUNCAN WALTERS, NCSBN ID. 22691867 and LICENSE NO. R096491 (INACTIVE-PROBATION)

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. After a hearing on July 25, 2024, the Board entered an Order, dated August 2, 2024, ordering that Respondent's LPN license be placing on probation for three (3) year for violations of A.C.A. §17-87-309(a)(4) and (a)(6). The Order of August 2, 2024, replaced a previous Order entered by the Board on October 20, 2023, that suspended Respondent's license. After the issuance of the Order of August 2, 2024, Respondent has not requested that her license be reinstated, and it remains inactive. Respondent has failed to fully comply with the August 2, 2024, Probation Order. On August 2, 2024, the Order and compliance packet was sent to Respondent via USPS certified mail to her last known address on file with the Board and through the nurse portal. Respondent signed for the certified mail on August 19, 2024. Respondent's attorney signed for a copy of the Order and compliance packet sent via USPS certified mail on August 5, 2024. Respondent failed to activate her Affinity account to begin monitoring as required by the Board Order. Respondent has failed to submit civil penalty payments, has failed to check in daily, has not submitted any drug screens, and has not complied with any portion of the Board Order. 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 August 2, 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 **KELLY ERIN DUNCAN WALTERS, NCSBN ID. 22691867 and LICENSE NO. R096491 (INACTIVE-PROBATION)**, has been charged with a violation of Ark. Code Ann. § 17-87-302(a)(6) and that Respondent's license and privilege to practice as a nurse be suspended two (2) years followed by three (3) 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 \$3,750.00, 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): *The Nurse and Professional Behaviors and The 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 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.
- 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

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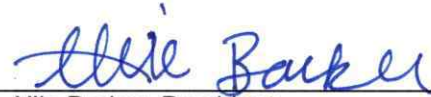
screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.

- 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

There being no further business, the meeting adjourned at 2:30 pm.



Allie Barker, President



Mindy Darner, Recording Secretary



Date Approved