



Arkansas Department of Health

Arkansas State Board of Nursing

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

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, 2023 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 Darner, 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.

ASBN MINUTES

April 3, 2025

Page 3

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.

ASBN MINUTES

April 3, 2025

Page 5

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

ASBN MINUTES

April 3, 2025

Page 7

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

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

ASBN MINUTES

April 3, 2025

Page 11

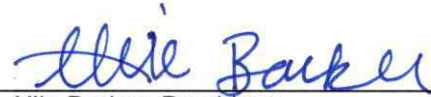
screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.

- 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

7 May 2025

Date Approved