



# 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:**

July 24, 2024  
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; Lakisha Young, LPN

**MEMBERS ABSENT:**

Robin Lambert, LNHA, LPN

**STAFF ATTENDING AT VARIOUS TIMES:**

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

**Guests:**

Gregory McKay, Attorney General Office  
Haley Thomas, ASU- Jonesboro MA-C program  
Instructor from OBU- MA-C program  
Paige McGhee, student, BHMC  
Sarah English, UCA student, WRMC-ER  
Drake Lee, UCA student, ACNW  
Danielle Toney, BS, RN, UCA student  
Barbara Albritten, BSN, RN, UCA student  
Erika Lee, WH Law, Attorney  
Emily Herzog, BSN, RN, UCA student

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, and Jennifer Ivory, Attorney Specialist, represented the Board. Motions reflect the decisions of the Board reached in deliberation following the hearing of each case.

**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:

**Blackburn, Caitlin Denae Morgan Davis RN 124797 (Springdale, AR)**

- Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)  
*Arkansas State Board of Nursing Rules*, Chapter Seven, Section IV (A)(6)(t)
- Probation – 2 years
- Courses – *Substance Abuse Bundle*
- Civil Penalty - \$1,500.00

**Cleavenger, Elizabeth Anne Schmalz Pillstrom L034517 (Charleston, AR)**

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

**Dobbs, Melissa Kennette Edwards R036000 (Hot Springs, AR)**

- Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)  
*Arkansas State Board of Nursing Rules*, Chapter Seven, Section IV (A)(6)(p)
- Probation – 1 year
- Courses – *Substance Abuse Bundle*, and *ICRS Righting a Wrong: Ethics and Professionalism in Nursing*
- Civil Penalty - \$1,246.91

**Etzweiler, Lendy Grace Bagobe Bascue RN 214372 (Beebe, AR)**

- Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(6)  
*Arkansas State Board of Nursing Rules*, Chapter Seven, Section IV (A)(6)(m)
- Probation – 3 years
- Courses – *Substance Abuse Bundle*
- Civil Penalty - \$2,000.00

**Maxwell, Michael Joseph RN 223615 (Vilonia, AR)**

- Violation – *The Nurse Practice Act of Arkansas* ACA §17-87-309(a)(2), (a)(6)  
*Arkansas State Board of Nursing Rules*, Chapter Seven, Section IV (A)(2), (A)(6)(t)
- Suspension – 1 year
- Probation – 2 years
- Courses – *ICRS Upholding the Standard: Professional Accountability in Nursing*
- Civil Penalty - \$750.00

**Petree, Johnnie Renea Moss L045445**

**(Alma, AR)**

- Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*  
*Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(c), (p), (t)*
- Probation – 2 years
- Courses – *The Nurse and Professional Behaviors and Documentation for Nurses*
- Civil Penalty - \$1,500.00

**Trinidad, Brittany Danielle Ross R100193, L055068**

**(Lake City, AR)**

- Violation – *The Nurse Practice Act of Arkansas ACA §17-87-309(a)(6)*  
*Arkansas State Board of Nursing Rules, Chapter Seven, Section IV (A)(6)(p)*
- Probation – 5 years
- Courses – *Substance Abuse Bundle, and The Nurse and Professional Behaviors*
- Civil Penalty - \$3,750.00

Brought by Cassie Gonzales and seconded by Tabitha Lancaster

**PASSED**

**Sue Tedford** presented to the Board the proposed disbursement of funds from the Faith A. Fields Nursing Loan Program for the 2024 Fall Semester for review. Following discussion, the following motion was presented:

**I MOVE** that the ADH-Arkansas State Board of Nursing make the following changes to the Faith A. Fields Nursing Loan Program for the 2024 Fall Semester, as follows:

Practice Applicants:

- 1) Rescind the scholarship in the amount of \$2,500.00 payable to Arkansas State University on behalf of Claire Brown;
- 2) Rescind the scholarship in the amount of \$1,250.00 payable to Arkansas Tech University on behalf of Christina Picard;
- 3) Rescind the scholarship in the amount of \$2,500.00 payable to Harding University on behalf of Marissa Tidmore;
- 4) Rescind the new scholarship in the amount of \$2,000 payable to Henderson State University on behalf of Caityn Jones. (note: she is a renewal applicant).

**I MOVE** that the Arkansas State Board of Nursing distribute the funds from the Faith A. Fields Nursing Loan Program for the 2024 Fall Semester as follows:

- 1) \$2,000 payable to Arkansas State University on behalf of Grace Robertson;
- 2) \$2,000 payable to Harding University on behalf of Lisa Elliott;
- 3) \$2,000 payable to the University of Tulsa on behalf of Makenzie Martin;
- 4) \$2,000 payable to Baptist Health College on behalf of Loren Christopher;

Brought by Veronica Harmon and seconded by Tabitha Lancaster

**PASSED.**

**I MOVE** that the Arkansas State Board of Nursing approve the Board meeting minutes from the May 15<sup>th</sup> and May 16, 2024, Board meetings.

Brought by Phillip Petty and seconded by Jamie Sims

**PASSED.**

**I MOVE** that the Arkansas State Board of Nursing approve the Board meeting minutes from the June 12, 2024, Board meetings, and June 13, 2024, Board strategic planning meeting.

Brought by Jamie Sims and seconded by Phillip Petty

**PASSED.**

**POLLY DEANNE BIRD NEIGHBORS, LICENSE NO. L040505**

Respondent was present for the proceedings before the Board and was represented by counsel, Darren O'Quinn. Udell Ward, ASBN Chief Investigator, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads not guilty to the charges. On May 18, 2023, 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)(6) and the Arkansas State Board of Nursing *Rules*, Chapter 7, Section IV (A)(6)(h). The LOR ordered Respondent to complete *The Nurse and Professional Behaviors* and *Anger Management* classes within six (6) months. On May 14, 2021, Respondent began employment as an LPN at Evergreen Living Center at Stagecoach in Bryant, Arkansas. On October 20, 2021, Respondent was verbally abusive towards resident "C.W." regarding an allegation the Respondent provided marijuana to the resident. The facility investigation report indicates the Respondent was immediately placed on administrative leave. The Respondent provided a written statement indicating she "expressed concern" with the resident about statements he made to other staff members. A witness statement from Rebecca Harrison, LPN indicates the Respondent arrived for her shift asking the whereabouts of resident C.W. Ms. Harrison stated, "She said come with and be my witness." "When we went outside, she confronted the Resident and stated that someone had called her and accused her of getting the resident high." Ms. Harrison further stated, "She was very angry and cursing, stating that she had the right to take up for herself." A witness statement from Ayla Guinn, LPN indicates the Respondent came outside with another staff member while she was smoking. Ms. Guinn stated, "Nurse Polly stated we could be her witnesses and begins to confront and curse at a resident about having received a phone call at home about getting the resident high on marijuana." "Nurse Polly was very upset and angry stating she had a right to confront the resident and defend her nursing license." On October 21, 2021, Respondent was terminated for violation of policies and procedures. Additional details from the facility records state that the allegations against the Respondent were reportable and substantiated. After Respondent received the May 18, 2023, LOR, her attorney sent a letter to Board staff, dated June 9, 2023, requesting 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 finds that **POLLY DEANNE BIRD NEIGHBORS, LICENSE NO. L040505** has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that the Letter of Reprimand issued on May 18, 2023 be rescinded and a Letter of Warning be issued.

Brought by Phillip Petty and seconded by Lakisha Young.

**PASSED**

**JASON CHANCE NEWBURN, LICENSE NO. R078289 (EXPIRED) and L042908 (EXPIRED)**

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. In May of 2021, Respondent applied for a PRN RN position with Care IV Home Health. The Respondent took a pre-employment drug screen as part of the hiring process and tested positive for methamphetamine. Records from Respondent's previous employment with Arkansas Heart Hospital indicate that Respondent had four (4) disciplinary actions that included issues with attendance, failure to maintain an active license, improper reporting, improper documentation, and improper wastage of medications. Respondent failed to contact Board investigators after numerous requests. On May 25, 2023, Respondent contacted Board staff to discuss his nursing license. Respondent was informed an investigation was initiated based on a complaint indicating he tested positive for methamphetamine. Respondent did not respond to the investigation. During the discussion, Respondent acknowledged he was using methamphetamine and had been in and out of rehab. Board staff sent a letter to the Respondent through the nurse portal and by regular and certified mail to his last known address on file with the Board requesting an addictive evaluation by July 27, 2023. The portal message was viewed on July 26, 2023, at 10:02 am. On August 27, 2023, Respondent submitted a self-report to the Board which stated, "Self-reported to the Arkansas State Board of Nursing through Bradford Health Services my known addiction and was assessed for the ability to return to work thoroughly by Bradford's Medical Board of Directors and was deemed safe to return having completed all the proper rehabilitation under the circumstances that I may fail an employment and or preemployment drug screen related to mental health crisis." Several additional requests were made for Respondent to provide the addictive evaluation. Respondent has refused to provide the requested addictive evaluation and has 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 **JASON CHANCE NEWBURN, LICENSE NO. R078289 (EXPIRED) and L042908 (EXPIRED)**, 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 suspended one (1) year followed by probation for four (4) years with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$4,020.00, 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](mailto:ASBN.monitoring@arkansas.gov).
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved course: *Substance Abuse Bundle*. Respondent shall submit the certificate of completion via the Board approved monitoring program.
- Respondent shall provide evidence of a comprehensive assessment for substance use disorder within thirty (30) days of receipt of this Order. Acceptable evidence shall consist of an evaluation with appropriate testing by a Board approved evaluator. Respondent shall supply a copy of the Board's Order to the evaluator. The evaluation shall contain evidence that the evaluator knows the reason for the referral. The evaluator shall specifically advise the Board that the nurse is or is not presently able to engage in the safe practice of nursing or recommend the conditions, if any, under which safe practice could occur. Respondent shall ensure the evaluator sends the report directly to the Board at [ASBN.monitoring@arkansas.gov](mailto:ASBN.monitoring@arkansas.gov).
- Respondent shall attend Alcoholics Anonymous/Narcotics Anonymous, (AA/NA), or other Board approved support group meetings and shall submit quarterly reports to the Board through the Board approved monitoring program. Acceptable evidence shall consist of

- completion of the disciplinary form, *Aftercare Meetings Report*. Respondent shall log attendance of all support group meetings via the Board approved monitoring program.
- Respondent shall attend three (3) meetings per week until the Board receives the evaluation report with the evaluator's recommendations regarding meeting attendance.
  - 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 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 Casie Gonzales and seconded by Veronica Harmon.

**PASSED**

**Kim Hooks** presented two (2) evaluators to add to the Board approved list of evaluators.

**I MOVE** that the ADH-Arkansas State Board of Nursing approve Jennifer Schuler, APRN-CNP as a Board approved evaluator.

Brought by Tabitha Lancaster and seconded by Veronica Harmon

**PASSED.**

**I MOVE** that the ADH-Arkansas State Board of Nursing approve Michelle Boon, APRN-CNP as a Board approved evaluator.

Brought by Veronica Harmon and seconded by Tabitha Lancaster

**PASSED.**

**Sue Tedford** reminded the Board about a Board Debriefing survey she is sending the Board through Survey Monkey.

The meeting recessed for lunch at 11:51 p.m. Following lunch, the Board resumed hearings.

President Allie Barker called the meeting to order at 1:04 p.m. A flexible agenda was approved.

**CODY RAY THOMPSON, LICENSE NO. R102891 and L055408 (EXPIRED)**

Respondent was present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, and Paul Koesy, Pharm D, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads not guilty to the charges. Respondent self-reported a DWI conviction in May of 2020. On August 25, 2020, Respondent voluntarily surrendered his licenses to obtain treatment, build a solid foundation for long-term sobriety, and focus on recovery. On January 5, 2022, the Board ratified a Reinstatement Consent Agreement placing Respondent's licenses on probation for three (3) years. Respondent has failed to fully comply with the January 5, 2022, Reinstatement Consent Agreement. Respondent failed to check in with the Board approved monitoring program fourteen (14) times. Respondent failed to show and submit specimens five (5) times for drug testing when selected by the Board approved monitoring program. Respondent submitted positive specimens one (1) time for a controlled substance without a valid prescription or short-term waiver, one (1) time for alcohol, and one (1) time for the metabolites of alcohol. Respondent submitted six (6) dilute specimens for testing. Respondent failed to provide one (1) Employer Performance Evaluation Report. On February 8, 2024, a complaint was received from Nightingale of Arkadelphia, reporting that Respondent resigned his position after he was unable to provide a proper specimen for a for cause drug screen. Respondent refused to consume oral hydration, the opportunity to self-catheterize or submit to a blood test. An investigation was opened by Board staff and is still in process. Respondent has violated Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t) by failing to comply with the terms and conditions of the Reinstatement Consent Agreement, signed by Respondent, and ratified by the Board on January 5, 2022. On January 16, 2024, Resident SC expired. On February 8, 2024, during a routine narcotic inventory, it was discovered that Resident SC's morphine was a different color when compared to other morphine's from the same manufacturer. One (1) was clear and the other was blue. An investigation was started. All nursing personnel were drug tested with negative results except Respondent. Respondent was unable to provide a urine sample. Respondent attempted to turn in a diluted clear sample with no temp reading. This sample was disposed of, and another sample requested. Respondent was provided the opportunity for hydration, opportunity to self-catheterize, or submit a blood test at a local hospital. Respondent refused and resigned from his position without providing a sample. Respondent told the administrator and nurse consultant that he would not pass the drug test because he had taken one of his wife's Ativan® and a tramadol pill that he was prescribed December 18, 2023, for three (3) days. Ten (10) of Respondent's charts were reviewed between the dates of January 1, 2024, to February 28, 2024. A total of 10 mg. of hydrocodone is unaccounted for.

**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 **CODY RAY THOMPSON, LICENSE NO. R102891 and L055408 (EXPIRED)**, 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 \$2,850.00, 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](mailto:ASBN.monitoring@arkansas.gov).
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved course: *Documentation for Nurses*. Respondent shall submit the certificate 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 observed random drug screens. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse potential substances, or their metabolites or failure to present and provide specimen when notified.
- Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires thirty (30) days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board of Nursing.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.

- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher licensure level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not serve as a preceptor during probation. Respondent shall not secure employment or be employed through a staffing agency. Respondent shall not be employed in the following settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.
- 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.
- This three (3) year probation order shall replace the Reinstatement Consent Agreement ratified on January 5, 2022.

ASBN MINUTES

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Cassie Gonzales has recused herself from this case.  
Brought by Jamie Sims and seconded by Phillip Petty.

**PASSED**

**Sue Tedford** presented the Strategic Initiatives and Objectives derived from the strategic planning meeting in July 2024.

**I MOVE** that the ADH-Arkansas State Board of Nursing approve the strategic initiatives and objectives for the 2025-2027 strategic plan as presented.

Brought by Cassie Gonzales and seconded by Veronica Harmon

**PASSED.**


The following items were discussed:

- The upcoming delegate assembly, Allie Barker and Tabitha Lancaster will be the delegates. Veronica Harmon and Lakisha Young will be alternates.
- In September elections will be held for Board officers.

There being no further business, the meeting recessed at 4:15 pm.



\_\_\_\_\_  
Allie Barker, President



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Mindy Darner, Recording Secretary



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Date Approved