



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: May 8, 2025
Board Conference Room

MEMBERS PRESENT: Allie Barker, MSN, 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: **Tabitha Lancaster, RN**
Allie Barker, MSN, RN after 10:25 a.m.

STAFF ATTENDING AT VARIOUS TIMES: Sue A. Tedford, Director, MNSc, APRN
David Dawson, JD, General Counsel
Jennifer Ivory, Attorney Speialist
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
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
Carla Davis, Licensing Coordinator
Christine Lewis, Executive Assistant to the Director
Andrea McCuien, Administrative Specialist II
Cecilia Laman, Fiscal Support Specialist
Antony Wiggins, Legal Support Specialist

Guests: Ashley S. Davis, Arkansas Center for Nursing Executive Director
Joshua D. Snow, husband of Samantha Snow

President Allie Barker called the meeting to order at 8:35 a.m. Guests were welcomed and a flexible agenda was approved.

DISCIPLINARY HEARINGS

General Counsel, David Dawson, represented the Board. Motions reflect the decisions of the Board reached in deliberation following the hearing of each case.

SAMANTHA MARY KNIGHT HOLLIS SNOW, NCSBN ID. 22425660, RN LICENSE NO. R094272.

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. An investigation was conducted after the Board received a complaint from the Chief Nursing Officer at NEA Baptist

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Memorial Hospital, alleging that on March 15, 2023, the Respondent sent two (2) text messages to a co-worker stating that she was "high at work." These messages were reported to Respondent's supervisors. Respondent was directed to submit to a reasonable suspicion drug screen. Respondent refused the drug screen, resulting in her termination from employment with NEA Baptist Memorial Hospital. Employment records from NEA Baptist Memorial Hospital indicate that a co-worker provided a statement that Respondent previously offered her a weed tic tac while at work and that it was normal for the Respondent to use weed tic tacs, oil, peanut butter, or gummies while at work. The co-worker also stated that on more than one (1) occasion the Respondent texted her that Respondent was using marijuana while on her way into work. Employment records from a subsequent employer, Piggott Community Home Health, indicate that, in her application for employment, Respondent listed the reason she left NEA Baptist was for "change of role" rather than that she was terminated for refusing to take a requested drug screen. On June 1, 2023, Board staff requested the Department of Health, Pharmacy Services, to conduct a professional drug screen on the Respondent. The results indicated that Respondent tested negative for all tested substances. Board staff requested that Respondent submit to an addictive and psychological evaluation. On November 21, 2023, staff received the evaluation report from Roger D. Morgan, M.D., Ph.D. The report indicates and recommends the following: Diagnosis: "There is currently no evidence of depression, anxiety, or mental decline with this respondent and her cognition is fully intact." Recommendations: "The respondent should be allowed to enter the ArNAP program." "The respondent should be allowed to continue to practice in the field of nursing during her probationary period of no less than two (2) years." "[Evaluator] recommends the respondent be subject to visits with a clinical psychologist, psychiatrist, or trained substance abuse professional of her choice for a period of no less than six (6) months to address her post traumatic stress disorder issues which may be the factors contributing to her need for a Medical Marijuana Card. Also, the importance of substance abuse and issues addressing anxiety, depression, and post-traumatic stress disorder should be discussed at these meetings." "[Evaluator] recommends the respondent be subject to random drug screens on a regular basis in conjunction with the requirements of the ArNAP program." Conclusion: Evaluator states in part he is unaware of the Board's position on the use of Medical Marijuana since it is legal with a Medical Marijuana Card and the Board should be aware that with the card, there would be a consistent positive result for marijuana on a drug screen. Evaluator further states in part it would be difficult to determine the degree of impairment or non-impairment. Evaluator states, "Accordingly, it would be my recommendation that if the respondent is going to continue in the field of nursing and enter into the ArNAP program, the Board consider requesting the Respondent to discontinue the use of the Medical Marijuana Card." Board staff offered Respondent a one (1) year probation consent agreement. Respondent's legal counsel informed staff that Respondent declined the offered consent agreement and that she 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 **SAMANTHA MARY KNIGHT HOLLIS SNOW**, NCSBN ID. 22425660, RN LICENSE NO. R094272), 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 placed on probation for one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$1,184.00, 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: *The Nurse and Professional Behaviors*. Respondent shall submit the certificate 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

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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, 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*

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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.

Veronica Harmon Abstained from the vote.

Brought by Cassie Gonzales and seconded by Barbara Hillman.

PASSED

The meeting recessed for lunch at 10:25 a.m. Following lunch, the Board resumed hearings.

Treasurer Phillip Petty called the meeting to order at 1:02 p.m. A flexible agenda was approved.

SHERYL LEE MINER TRAILER, NCSBN ID. 21765163, LPN LICENSE NO. L050661.

Respondent was present for the proceedings before the Board and was not represented by counsel. Udell Ward, ASBN Chief Investigator, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(2) and (a)(4) and pleads not guilty to the charges. On April 14, 2023, Respondent reported on her renewal application that she had a Driving While Intoxicated (DWI) conviction in 2021 and that she had voluntarily surrendered her nursing license in Iowa. A settlement and Final Order from the Iowa Board of Nursing indicate that Respondent was charged with Operating a Vehicle While Intoxicated, in Webster County, Iowa, on June 6, 2022. Respondent entered a plea of guilty and was given sixty (60) days in jail (58 suspended). Respondent was placed on one (1) year probation with the court and required to complete the recommended substance abuse treatment. Respondent's blood alcohol was .131. Respondent was diagnosed with Alcohol Dependence. On March 28, 2023, Respondent signed a settlement agreement with the Iowa Board of Nursing and a final order was issued due to excessive use of alcohol. Respondent agreed to immediately relinquish her license to practice nursing in Iowa and voluntarily surrendered her Iowa license. On September 25, 2023, Board staff sent a letter to Respondent via the nurse portal and certified mail requesting an addictive evaluation by October 25, 2023. The portal message was viewed on October 2, 2023, and the certified mail was returned unclaimed. Respondent did not respond. On August 1, 2024, Board staff sent a letter to Respondent via the nurse portal and certified mail indicating that Respondent's case would be referred to a hearing. The portal message was viewed on August 5, 2024, and the certified mail was delivered on August 12, 2024. Respondent has failed to provide the requested addictive evaluation and has not communicated with Board staff.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **SHERYL LEE MINER TRAILER, NCSBN ID. 21765163, LPN LICENSE NO. L050661**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(2), (a)(4) and (a)(7) and that Respondent's license and privilege to practice as a nurse

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be suspended until the substance use disorder evaluation is completed and submitted to the Board due to a violation of violation of Ark. Code Ann. § 17-87-309(a)(2), (a)(4) and (a)(7). The Board staff can use the recommendation of the evaluator and can order a consent agreement.

Brought by Cassie Gonzales and seconded by Veronica Harmon.

PASSED

SIERRA NICOLE LOWE, NCSBN ID. 22860638, LPN LICENSE NO. L056432.

Respondent was present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. Brandon E. Boswell, Administrator Pleasant Valley Rehab and Nursing Center, provided testimony on behalf of the Respondent. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads not guilty to the charges. On May 15, 2024, the Board ratified a Noncompliance Consent Agreement placing Respondent's LPN license on probation for one (1) year after she failed to comply with a one (1) year Consent Agreement ratified by the Board on February 16, 2023. Respondent had tested positive once for phentermine, and four (4) times for the metabolites of alcohol. Respondent has failed to fully comply with the May 15, 2024, Noncompliance Consent Agreement. Respondent failed to check in with the Board approved monitoring company six (6) times. Respondent failed to show to submit specimens for drug testing eight (8) times when selected to test. Respondent submitted one (1) adulterated specimen for testing. Respondent tested positive twice for a controlled substance without a valid prescription and short-term waiver on file. Respondent tested positive four (4) times for the metabolites of alcohol between July 3, 2024, and September 17, 2024. Respondent had failed to submit all required reports and has failed to submit any civil penalty payments, with a balance of \$750.00. 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 May 15, 2024, 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 **SIERRA NICOLE LOWE, NCSBN ID. 22860638, LPN LICENSE NO. L056432**, 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 placed on probation for one (1) year with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent shall pay a civil penalty of \$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 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 one (1) meeting per week until the Board receives the evaluation report with the evaluator's recommendations regarding meeting attendance.
- 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

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- 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.

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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

There being no further business, the meeting adjourned at 3:21pm.



Allie Barker, President



Mindy Darner, Recording Secretary



Date Approved