



Arkansas Department of Health

Arkansas State Board of Nursing

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

BOARD MEETING MINUTES

TIME AND PLACE: November 20, 2025
Board Conference Room

MEMBERS PRESENT: Allie Barker, MSN, RN; Tabitha Lancaster, RN; 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: Jamie Sims
Barbara Hillman, BSN, RN-absent after first case

STAFF ATTENDING AT VARIOUS TIMES: Ashley Davis, Director, PhD, RN
David Dawson, JD, General Counsel
Jennifer Ivory, JD, Attorney Specialist
Lisa Wooten, Assistant Director, MPH, BSN, RN
Shannon McKinney, Assistant Director, DNP, APRN, WHNP-BC
Kim Hooks, ASBN Assistant Director- ArNAP, MPH, BSN, RN
Udell Ward Jr., Regulatory Board Chief Investigator
Tammy Vaughn, ASBN Assistant Director, MSN, RN, CNE
Brandy Haley, Program Coordinator, PhD, RN, CNE
Charissa McVay, Nurse Practitioner-FPA/Enforcement
Paul Bradshaw, IT Infrastructure Coordinator
Christine Lewis, Executive Assistant to the Director
Mindy Darner, Legal Support Specialist
Corrie Edge, Administrative Analyst
Kelly Doppelhammer, Legal Support Specialist
Andrea McCuien, Administrative Specialist II
Lexie Hubbard, Administrative Coordinator
Whitney Kinney, Licensing Coordinator

Guests: Jamie Turpin, PharmD
Melissa Hensley, RN, Pharmacy Services
Mary Bowen, Attorney General's Office
Tamara Bishop, Administrative Assistant-Pharmacy Services
Heidi Houge (ASBN New Hire- Janet's Position)
Nick Shull, PharmD

President Allie Barker called the meeting to order at 8:34 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.

JERRICK TYREE JOHNSON, NCSBN ID. 22680792, RN LICENSE NO. 218478 (SUMMARY SUSPENSION).

Respondent was present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, and Melissa Russenberger, RN, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and pleads guilty to the charges. The Chief Nursing Officer (CNO) at Blossoms at Midtown, Little Rock, Arkansas, reported in November of 2024, that discontinued narcotics were given to Respondent, Director of Nursing, by other employees for proper surrender. There was no subsequent documentation by Respondent of narcotics being surrendered to the Arkansas Department of Health Pharmacy Services. Facility records indicate that Respondent was employed at the Blossoms at Midtown as the Director of Nursing (DON). As DON, Respondent's duties included taking possession of discontinued controlled substances and surrendering those medications to Pharmacy Services. Upon investigation, certain discontinued medications were signed out by Respondent in the logbooks, but the following discontinued narcotics were not subsequently surrendered to Pharmacy Services and are unaccounted for: 18 tablets of oxycodone/APAP 5/325 mg for Patient-JF, 38 tablets of hydrocodone/APAP 7.5/325 mg for Patient-JB, 42 tablets of hydrocodone/APAP 5/3.25 mg for Patient-JW, 25 tablets of oxycodone 5 mg for Patient-BW, 42 tablets of hydrocodone/APAP 5/325mg for Patient-WT, 14 tablets of clonazepam 1mg for Patient-LN, 45 tablets of hydrocodone/APAP 5/325mg for Patient-ED, 93 tablets of tramadol 50mg for Patient-ED, 4 tablets of tramadol 50mg for Patient- LN, 34 tablets of hydrocodone/APAP for Patient-JA, 4 tablets of methylphenidate 5mg for Patient-NR, 14 tablets of hydrocodone/APAP 5/325mg for Patient-JA, 56 tablets of tramadol 50mg for Patient-CM, 60 tablets of lorazepam 1mg for Patient JA, 48 tablets of hydrocodone/APAP 7.5/325mg for Patient-TT, 28 tablets of lorazepam 0.5mg for Patient-TT, 1 tablet of hydrocodone/APAP 5/325mg for Patient-WP, 26 tablets of hydrocodone/APAP 10/325mg for Patient-EH, 7 tablets of hydrocodone/APAP 5/325mg for Patient CW, 26 tablets of oxycodone 5 mg for Patient-RM, 1 tablet of Pregabalin 50mg for Patient-HA and 1 tablet of buprenorphine for Patient-HA. Respondent was subsequently employed at SSM Health in Saint Louis, Missouri. An investigation by the Missouri Board of Nursing determined that Respondent was on an employment contract with SSM Health from October 20, 2024, to January 24, 2025. On January 8, 2025, the Director of Nursing at SSM Health received a notification that after a routine controlled substance audit it was identified that Respondent had a large number of unreconciled transactions. Respondent had removed certain medications from Pyxis but there was no corresponding documentation to indicate that he administered or wasted the medications, nor did Respondent ever have a witness to the medications that he did document as wasted. Respondent was suspended immediately. According to the documentation received, the staffing agency attempted to reach Respondent numerous times, but he never responded. Documentation from an interview with the Director of Pharmacy at SSM Health indicates that one hundred fifty-six (156) units of various controlled substances were removed from Pyxis by Respondent without any corresponding documentation. The facility calculated 540 mg of oxycodone were missing, along with a few tramadol, Percocet and morphine IR tablets. On June 16, 2025, the Missouri Board of Nursing issued a Cease-and-Desist Order on Respondent's privilege to practice in Missouri. On October 15, 2025, Respondent's nursing license was summarily suspended by the Arkansas State Board of Nursing after the Board determined that the continued practice by the Respondent will create an immediate hazard to the public. A copy of the Order and Notice of Summary Suspension was sent via certified mail and regular mail to Respondent's last known address on file with the Board, and through the nurse portal messaging center. A hearing is being set, as outlined herein, for the Respondent and Board staff to make a full evidentiary presentation, and for the Board to consider whether continued suspension, revocation, probation, or other action is warranted on Respondent's nursing license, to protect the public.

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 **JERRICK TYREE JOHNSON, NCSBN ID. 22680792, RN LICENSE NO. 218478 (SUMMARY SUSPENSION)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(6) and that Respondent's license and privilege to practice as a nurse be suspended one (1) year 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 \$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

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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 Medication Administration. Respondent shall submit the certificates 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.
- 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 AA/NA or other Board approved support group meeting(s) based on evaluator recommendations.
- Respondent shall obtain or continue counseling with a psychiatrist, psychologist, or other recognized mental health practitioner based on the recommendations of the evaluator and shall submit the *Treatment Provider Report* quarterly via the Board approved monitoring program until discharged by the practitioner.
- Respondent shall request to the Board, verification of termination of the suspension period and license reinstatement to probation by submitting the *Reinstatement Request* form, via the ASBN Nurse Portal once compliance with the Board's Suspension Order is met.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three [3] weeks) with a controlled medication may be allowed for an acute illness or acute condition with a short-term waiver and appropriate documentation (medical record documentation, etc.). Respondent shall provide a completed short-term waiver within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program.
- Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent agrees to have personal prescriptions monitored through the Prescription Drug Monitoring Program by board staff while under Board order.
- Respondent shall submit to random drug screens by direct observation or DNA-authentication. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification for observed drug screens, or within the time and manner designated by the DNA-authentication laboratory. Respondent shall not submit specimens at Respondent's place of employment or practice site. Failed drug screens include the results of a biological specimen, which is determined to be diluted, substituted, abnormal, adulterated, or tests positive for alcohol, controlled substances, abuse

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potential substances, or their metabolites without a valid prescription or failure to present and provide specimen when notified.

- Respondent shall notify the Board of any travel two (2) weeks prior to traveling by submitting a monitoring interruption via the Board approved monitoring program. Respondent shall continue to check in during travel period and test when selected. Travel outside the continental U.S. requires thirty (30) days' notice. If approved, a waiver shall be issued during the travel period outside the continental U.S.
- Respondent shall not collect any drug screen specimen from a participant who has been ordered to drug screen by the Board.
- Respondent shall submit the *Enforcement Personal Report* to the Board via the Board approved monitoring program quarterly.
- Respondent shall ensure that all reports of Respondent and the employer are submitted quarterly via the Board approved monitoring program.
- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state, and local laws, and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- If Respondent fails to comply with the terms of suspension during the monitoring period, Respondent may not restart the monitoring period until six (6) months after the date Respondent was determined to be noncompliant.
- All conditions of the suspension period shall continue through the probation period.
- The Nurse Licensure Compact status of Respondent's Arkansas license shall be single state, allowing practice only in the State of Arkansas. Respondent may submit the *Multistate Conversion Application* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall notify and present to each employer a copy this Order if working as a nurse on probation. Respondent shall have employer sign the *Employer Acknowledgement* form. Respondent shall submit the document to the Board via the Board approved monitoring program. Respondent shall have their employer complete the *Performance Evaluation Report* and Respondent shall submit the report to the Board via the Board approved monitoring program quarterly.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher licensure level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not serve as a preceptor during probation. Respondent shall not secure employment or be employed through a staffing agency. Respondent shall not be employed in the following settings: Emergency Room, Pre- and Post-Op, Labor and Delivery, Home Hospice, Home Health, or any Intensive Care Unit.
- Respondent shall request verification of termination of the probationary period by submitting the Reinstatement Request form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including, but not limited to, checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

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Brought by Tabitha Lancaster and seconded by Veronica Harmon.

PASSED

MICHELLE HARPER, NCSBN ID. 24585721, LPN LICENSE NO. 220208

Respondent was present for the proceedings before the Board and was represented by counsel, Brian Johnson. Lisa Wooten, MPH, BSN, RN, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. On August 1, 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)(2), is guilty of a crime. Respondent plead "nolo contendere" to 3rd Degree Battery, Class A Misdemeanor, and was found guilty by the Court, on June 15, 2023, in the Garland County District Court, Hot Springs, Arkansas.

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 **MICHELLE HARPER, NCSBN ID. 24585721, LPN LICENSE NO. 220208** uphold the Letter of Reprimand issued on August 1, 2024.

Brought by Cassie Gonzales and seconded by Veronica Harmon.

PASSED

AMIE RENEE MATTHEWS GARNER, NCSBN ID. 23050699, LPN LICENSE NO. 222760 (SUMMARY SUSPENSION).

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, Hannah Swisher, RN, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. An investigation was initiated after a complaint was received from Respondent's co-worker who reported that she was contacted by Kroger Pharmacy in Benton to validate an Ambien prescription that she allegedly called in for patient Stephanie Stevens. The co-worker notified Kroger that she had not called in a prescription. Later, Respondent was arrested at Kroger Pharmacy attempting to pick up the prescription. An Incident Report and Arrest Report obtained from the Benton Police Department indicates, on November 29, 2024, officers responded to Kroger regarding a fraudulent prescription for Ambien. Kroger employees found the prescription to be suspicious due to Saline Memorial ER not calling in controlled substance medication over the phone. The phone number associated with the prescription showed to belong to Respondent. A short time later, Respondent arrived at Kroger Pharmacy and attempted to obtain the Ambien and identified herself as Stephanie Stevens and she provided her date of birth. Officers contacted Respondent, who was still in her car, and after interviewing her she was placed under arrest and charged with Computer Fraud, Forgery 2nd Degree, and Nonfinancial Identity Fraud. Respondent's criminal matter is still pending. Pharmacy records of all controlled substance activity (both new and refill prescriptions) dispensed by Community Care Rx from December 01, 2022, to December 12, 2024, indicate Respondent was dispensed one (1) prescription for tramadol Hcl 50mg, which totaled twenty (20) tablets, last filled May 30, 2023. Pharmacy records of all controlled substance activity (both new and refill prescriptions) dispensed by West Side Pharmacy from August 1, 2023, to August 5, 2025, indicate Respondent was dispensed the following prescriptions issued by 18 providers: 30 prescriptions for zolpidem 10mg tablets, which totaled 840 tablets, last filled July 9, 2025, 7 prescriptions for oxycodone-acetaminophen 5-325mg tablets, which totaled 115 tablets, last filled May 27, 2025, 3 prescriptions for hydrocodone-acetaminophen 5-325mg tablets, which totaled 35 tablets, last filled December 18, 2024, 1 prescription for oxycodone-acetaminophen 7.5-325mg tablets, which totaled 14 tablets, filled August 8, 2024, 2 prescriptions for oxycodone-acetaminophen 10-325mg tablets, which totaled 44 tablets, last filled June 13, 2024, 2 prescriptions for acetaminophen-codeine 300-30 tablets, which totaled 40 tablets, last filled March 1, 2024, and 1 prescription for phentermine 37.5mg tablets, which totaled 30 tablets, filled December 19, 2023. Pharmacy records of all controlled substance activity (both new and refill prescriptions) dispensed by Walgreen's Pharmacy from December 01, 2022, to December 12, 2024, indicate Respondent was dispensed the following prescriptions issued by six (6) providers: 1 prescription for oxycodone/acetaminophen 7.5-325mg, which totaled 14 tablets, last filled August 08, 2024, 3 prescriptions for oxycodone/acetaminophen 5-325mg, which totaled 27 tablets, last filled November 17, 2024, 2 prescriptions for oxycodone/acetaminophen 10-325mg, which totaled 44 tablets, last filled July 13, 2024. Respondent's employment at Saline Memorial Hospital was terminated on November 8, 2024, for Absenteeism and Inappropriate or Unethical Work Conduct. Respondent was hired at Arbor Oaks Healthcare and Rehab on January 7, 2025. Respondent was involuntarily terminated on March 27, 2025, after an internal investigation revealed missing

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narcotics. The facility investigation revealed that Respondent was listed more often on every missing narcotic page than any other nurse and Respondent was also the last to sign out a narcotic on each missing narcotic page. Thirteen (13) Xanax tablets were missing from Patient W. Twenty-three (23) oxycodone tablets were missing from Patient T.T. A card of fourteen (14) oxycodone tablets was missing from Patient R.M. Subsequent reports have been made to the Office of Long Term Care by other employers, reporting substantiated claims of narcotic diversion and substantiated claims of altered documentation involving Respondent. These include reports of missing medications from at least twenty-five (25) Long Term Care Residents spanning four (4) additional Long Term Care Facilities since April of 2025. The facilities involved are Alcoa Pines (April 20, 2025 - June 24, 2025), Twin Rivers (July 11, 2025 - July 16, 2025), Southern Trace (August 25, 2025), and most recently The Crossing at Malvern (September 17, 2025 - September 19, 2025). Respondent submitted to a urine drug screen on July 30, 2025, at the office of Pharmacy Services, Arkansas Department of Health. The drug screen result was positive for buprenorphine at 10 ng/ml and buprenorphine metabolite at 72 ng/ml. Respondent told the investigator that she had never taken buprenorphine before. On October 15, 2025, Respondent's nursing license was summarily suspended by the Arkansas State Board of Nursing after the Board determined that the continued practice by the Respondent will create an immediate hazard to the public. A copy of the Order and Notice of Summary Suspension was sent via certified mail and regular mail to Respondent's last known address on file with the Board, and through the nurse portal messaging center. A hearing is being set, as outlined herein, for the Respondent and Board staff to make a full evidentiary presentation, and for the Board to consider whether continued suspension, revocation, probation, or other action is warranted on Respondent's nursing license, to protect the public.

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 **AMIE RENEE MATTHEWS GARNER, NCSBN ID. 23050699, LPN LICENSE NO. 222760 (SUMMARY SUSPENSION)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(1) and (a)(6) and that Respondent's license and privilege to practice as a nurse be Revoked.

Brought by Phillip Petty and seconded by Robin Lambert.

PASSED

The meeting recessed for lunch at 11:35 a.m. Following lunch, the Board resumed hearings.

President Allie Barker called the meeting to order at 1:02 p.m. A flexible agenda was approved.

THERESA ANN WOYAME, NCSBN ID. 41310440, RN LICENSE NO.213462

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)(6) and pleads not guilty to the charges. On January 27, 2022, the Board initiated an investigation after receiving a complaint from Baptist Health-Little Rock indicating that the employer terminated Respondent's contract due to a positive urine drug screen. According to personnel records from Baptist Health and AMN Healthcare, the following was noted: On December 10, 2021, Respondent submitted to a urine drug screen for Baptist Health-Little Rock. Respondent tested positive for fentanyl and norfentanyl. On January 12, 2022, Baptist Health-Little Rock notified AMN Healthcare that Respondent's contract was terminated due in part to a positive drug screen. Board staff requested the Arkansas Department of Health to conduct a professional drug screen on the Respondent. The urine sample was collected on March 16, 2022, and the results of the drug screen were received on April 4, 2022. The Respondent's urine drug screen was positive for tramadol at 46,000 ng/ml. Respondent's Prescription Drug Monitoring report for the dates of May 11, 2020, through May 11, 2022, indicate the following controlled substances as being prescribed to Respondent: January 21, 2021: tramadol 50 mg, 60 tablets, 30 days, lorazepam 1 mg, 60 tablets, 30 days. March 23, 2021: lorazepam 1 mg, 60 tablets, 30 days. April 26, 2022: Adderall XR 15 mg, 30 tablets, 30 days. Respondent was requested to submit to a psychological/addictive evaluation.

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Respondent was evaluated by Charla Watkins, DNP, PMHNP-BC, FNP-BC. Dr. Watkins submitted a report to Board staff with the following recommendations: Respondent would be safe to practice upon successful completion of the "Arkansas Nurse Alternative Program (ArNAP)" with the following treatment in place. Evaluator recommends Respondent "taper off and stop" the use of hydrocodone and alprazolam and any benzodiazepine medications, and to "stop" the use of phentermine for weight loss. Evaluator notes the interaction of alprazolam, hydrocodone and phentermine is "dangerous and can cause dependence and/or addiction and dangerous drug-drug interactions that can affect sound judgement." Evaluator recommends alternative options for anxiety such as change in medication and yoga which evidence shows is extremely helpful and that Respondent should discuss with her prescriber to determine what medication changes can be made instead of remaining on alprazolam. Random drug screens over the next 12 months or as deemed appropriate by ASBN. Continue weekly counseling/psychotherapy which she states she has already established to facilitate improvement and development of coping skills, emotional regulation and distress tolerance. Evaluator "highly recommends" that Respondent get a Genesight test through her PCP to determine medications that work best with Respondent's genetics/DNA and decrease the risk of dangerous drug interactions. On July 11, 2025, Board staff offered Respondent a three-year consent agreement. Respondent denied the offered consent agreement and requested a hearing before the Board.

MOTION: I MOVE that based on the evidence presented and the allegations contained in the Order and Notice of Hearing, the Arkansas State Board of Nursing finds that **THERESA ANN WOYAME, NCSBN ID. 41310440, RN LICENSE NO.213462**, 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 request to the Board verification of termination of the probationary period and license reinstatement by submitting the *Reinstatement Request* form, via the ASBN Nurse Portal once compliance with the Board's Probation Order is met. Respondent is required to continue all monitoring requirements including but not limited to checking in daily for random drug screening, testing if selected, attending meetings, and submitting reports until released from the probation period by Board staff.
- Respondent shall abstain at all times from the use of all controlled or abuse potential substances including alcohol, products that contain alcohol, all fermented products (i.e. kefir, kombucha tea, etc.), hemp, poppy seeds, cannabidiol (CBD), or any product or by-product containing the same. Short-term treatment (less than three [3] weeks) with a controlled medication may be allowed for an acute illness or acute condition with a short-term waiver and appropriate documentation (medical record documentation, etc.). Respondent shall provide a completed short-term waiver within ten (10) days of being prescribed a controlled or abuse potential substance via the Board approved monitoring program.
- Respondent shall log all medications, including over-the-counter medications via the Board approved monitoring program. Acceptable documentation must include the following information: prescriber, medication name, dose, date prescribed, and amount dispensed. Acceptable format of documentation includes photo(s) of the prescription label, documentation from the provider, or documentation from the pharmacy.
- Respondent agrees to have personal prescriptions monitored through the Prescription Drug Monitoring Program by board staff while under Board order.
- Respondent shall submit to random drug screens by direct observation or DNA-authentication. The drug screens shall meet the criteria established by the Board and be conducted through a Board approved monitoring program, laboratory, and collection site. Respondent shall contact the monitoring program to activate their account and begin checking in daily beginning the first of the month following the Board Order. If selected for testing, Respondent shall submit the specimen within two (2) hours from the time of notification for observed drug screens, or within the time and manner designated by the DNA-authentication laboratory. Respondent shall not submit specimens at Respondent's place of employment

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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* after successful completion of probation to determine if license meets the Uniform Licensure Requirements (ULR) for multi-state compact status.
- Respondent shall execute any release necessary to give the Board access to records including, but not limited to, medical, psychological, employment, and or criminal records. Failure to execute a release shall be grounds for additional disciplinary action against Respondent's license / privilege to practice.
- Respondent shall obey all federal, state and local laws and all rules governing the practice of nursing in this state.
- Respondent shall be responsible for all costs involved in complying with the Board's Order.
- Respondent is required to submit any change of information, even a temporary one, in name, address, or employer via the ASBN Nurse Portal and the Board approved monitoring program within ten (10) days of the change.
- Pursuant to Ark. Code Ann. §17-87-309, failure to comply with this Order may result in additional disciplinary action on the Respondent's licensure and/or privilege including, but not limited to, additional probation, suspension, or revocation of licensure and/or privilege to practice nursing in this state.

Brought by Tabitha Lancaster and seconded by Veronica Harmon.

PASSED

There being no further business, the meeting adjourned at 2:09 pm.



Allie Barker, President

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Mindy Darner, Recording Secretary

01-07-26

Date Approved