



Arkansas Department of Health

Arkansas State Board of Nursing
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Governor Asa Hutchinson
Jennifer A. Dillaha, MD, Director
Renee Mallory, RN, Interim Secretary of Health
Sue A. Tedford, MNSc, APRN, Director

BOARD MEETING MINUTES

- TIME AND PLACE:** July 13, 2022
Board Conference Room
- MEMBERS PRESENT:** Lance Lindow, RN; Neldia Dycus, BS, MHSM, MHRD, RN; Janice Ivers, MSN, RN, CNE; Stacie Hipp, APRN, MSN; Jasper Fultz, LPN; Melanie Garner, LPN, CLC; Ramonda Housh, MNSc, APRN, CNP, C-PNP
- MEMBERS ABSENT:** None
- STAFF ATTENDING AT VARIOUS TIMES:** Sue A. Tedford, Director, MNSc, APRN
David Dawson, General Counsel
Ashley Fisher, Attorney Specialist
Lisa Wooten, Assistant Director, MPH, BSN, RN
Karen McCumpsey, Assistant Director, MNSc, RN, CNE
Shannon McKinney, Assistant Director, DNP, APRN, WHNP-BC
Kim Hooks, Assistant Director, MPH, BSN, RN
Janet Simpson, Program Coordinator, MSN, RNP, RNC-MNN
Tammy Vaughn, Program Coordinator, MSN, RN, CNE
Leslie Suggs, Executive Assistant to the Director
Albert Williams, Information Systems Coordinator
Susan Moore, Computer Operator
Corrie Edge, Administrative Analyst
Lisa Mendenhall, Legal Support Specialist
- GUESTS ATTENDING:** Mary Kennebrew, Office of Attorney General

President Lance Lindow called the meeting to order at 8:45 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.

BRITANY AMANDA MORRISON, RN APPLICANT

Respondent was present for the proceedings before the Board and was represented by counsel, Robert Wright. Karen McCumpsey, MNSc, RN, CNE, provided testimony on behalf of the Board. Respondent has been charged with Ark. Code Ann. § 17-87-309(a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(t) and pleads guilty to the charges. Respondent submitted her Arkansas RN initial exam application on January 26, 2022. On the application, Respondent reported that her Arkansas teaching license was revoked after she chose to resign in lieu of being fired from a position in April 2018. On April 11, 2019, the Arkansas State Board of Education issued a Findings of Fact, Conclusions of Law, and Order in the matter of Brittany Amanda Morrison. The Order stated in part that Respondent had violated the Arkansas Department of Education *Rules* Governing the Code of Ethics for Arkansas Educators, Standards I and II, by engaging in an inappropriate relationship with a student (sexual). Respondent's teaching license was permanently revoked, she received a \$500 fine and was admonished for her

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violation of the Code of Ethics. Respondent's Work History Form, provided to the Board, indicates subsequent employment at Harvest Time Academy in Fort Smith from August 2018 to May 2019. On Respondent's application, she answered "no" to the question, "Is there any other information you are aware of that would affect your employment at HTA?" A Harvest Time Academy Employee Log Sheet noted, "Brittany lost her teaching license due to violating teacher ethics at previous school. She did not disclose this information at the time of interview or hiring." Respondent's Work History Form also indicated subsequent employment at Encompass Health & Rehab in Fort Smith from October 2019 to present. On her application for employment, Respondent answered "no" to the following questions, "Have you ever been terminated from or asked to resign from a position?" and "Have you ever received sanctions, been on probation or had limitations placed on any of your professional licenses or registrations?" Board staff requested that Respondent submit to a forensic psychological evaluation by Dr. Bradley Diner, M.D. Dr. Diner provided an evaluation report that stated in part, with regard to Respondent, "It is my opinion that she can practice nursing safely and would have my advocacy to pursue her license. However, I would recommend that ongoing therapy be mandated for her at least for one (1) or two (2) years as she continues to begin her nursing training. Regular reports from her therapist could be provided to the alternative to discipline program to ensure that she is, in fact, compliant and her improvement is maintained. A workplace monitor might also be helpful to provide quarterly reports regarding her professionalism. Any additional didactic courses in boundaries might also be helpful." After thorough review, ASBN Assistant Director, Karen McCumpsey, sent a letter to Respondent on April 5, 2022, informing Respondent that her initial RN exam application was denied. On April 29, 2022, Respondent's Legal Counsel requested a hearing to appeal the denial of Respondent's initial RN exam application.

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 **BRITANY AMANDA MORRISON, RN APPLICANT**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(2) and (a)(6) and the Board's *Rules*, Chapter Seven, Section IV (A)(6)(u) and (v), and that Respondent's license and privilege to practice as a nurse be placed on probation two (2) years with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent must pay a civil penalty of \$1,500.00 plus any outstanding balance associated with previous disciplinary action. Such fine shall be payable within fifteen (15) calendar days following the date for appeal. If unable to pay the civil penalty within fifteen (15) days, a payment schedule shall be submitted within fifteen (15) days to the Board via email at ASBN.monitoring@arkansas.gov.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved course(s): *Monitoring Proper Boundaries and The Arkansas Nurse Practice Act*. Respondent shall submit the certificates of completion via email at ASBN.monitoring@arkansas.gov.
- 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 company until discharged by the practitioner. Treatment shall begin within thirty (30) days of receipt of this Order.
- 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.

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- 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 within ten (10) days of the change.
- Respondent shall submit and have approved by the Board staff a plan to obtain additional education and enter into a preceptor program with a registered nurse within the Respondent's practice setting or area of expertise. The plan shall be submitted within thirty (3) days of the first day of employment as a nurse, after the Board's Order. The preceptor program shall start within two (2) weeks of the first day of employment as a nurse, after the Board's Order. Preceptor quarterly reports must be submitted directly to the Board at ASBN.monitoring@arkansas.gov.
- 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*. Respondent shall submit the report to the Board via the Board approved monitoring program quarterly or employer may email the report directly to the Board at ASBN.monitoring@arkansas.gov.
- Respondent shall work under supervision in any setting. Supervision requires another nurse at the same or higher education level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention.
- Respondent shall not be employed in in-home hospice, or home health settings.
- 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 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 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 Janice Ivers and seconded by Jasper Fultz.

PASSED

CYNTHIA HOPE LONG THRESHER HILD GEHEB, LICENSE NO. L038231 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, and Terry Kuykendall, Investigator, provided testimony on behalf of the Board. On February 13, 2019, the Board ratified a Consent Agreement, Reinstatement from a Cease and Desist, placing Respondent's license on probation for two (2) years. Respondent has failed to comply with any of the February 13, 2019, Reinstatement Consent Agreement stipulations, including failure to provide evidence of successful completion of the Board approved courses, *The Nurse and Professional Behaviors* and *Sharpening Critical Thinking Skills*, by September 15, 2019; submitting personal reports on a quarterly basis; submitting quarterly Employer Performance Evaluation Reports; and payment of a fine of two thousand five hundred dollars (\$2,500). On May 6, 2021, the Board received another complaint from Kindred at Home in Fort Smith, Arkansas, where she was employed as a Patient Services Coordinator. The complaint indicates Respondent practiced without a valid license by performing nursing

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functions at the facility after her nursing license had expired. Upon investigation, it was determined that Respondent accepted and entered physician verbal orders on five (5) separate dates. An Order Tracking Report indicates there were six (6) orders entered by the Respondent for five (5) different patients. A Nursys Quick Confirm License Verification Report indicates that Respondent's nursing license was expired when the orders were entered. Kindred at Home also determined that Respondent was not truthful during the hiring process when discussing the circumstances surrounding the probations status of her license. Respondent was subsequently terminated. Respondent stated in an email to the Board's investigator, "I admit to writing the 5 orders they turned in to you. I did not realize that my license had not been renewed on the portal. I only had my phone at the time, and it was messing up and I understand that was totally my responsibility and fault."

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 **CYNTHIA HOPE LONG THRESHER HILD GEHEB, LICENSE NO. L038231 (EXPIRED)**, has been charged with a violation of Ark. Code Ann. § 17-87-309(a)(7), (a)(9) and the ASBN *Rules*, Chapter 7, Section IV, (A)(6)(t), and that Respondent's license and privilege to practice as a nurse be suspended two (2) years with the following terms and conditions:

- Pursuant to A.C.A. §17-87-104(b)(1), Respondent must pay a civil penalty of \$3,270.00 plus any outstanding balance associated with previous disciplinary action.
- Respondent shall provide evidence within six (6) months of successful completion of the Board approved courses: *The Nurse and Professional Behaviors, Sharpening Critical Thinking Skills, Medication Errors, and Documentation for Nurses*. Respondent shall submit the certificate(s) of completion via the Board approved monitoring program.
- Respondent shall provide evidence of a comprehensive psychological evaluation within thirty (30) days of receipt of this Order. Acceptable evidence shall consist of an in-depth psychological evaluation with appropriate testing from a psychiatrist. 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 obtain or continue counseling with a psychiatrist, psychologist, or other recognized mental health practitioner and shall submit the practitioner's progress report quarterly until discharged by the practitioner. Treatment shall begin within thirty (30) days of receipt of this Order.
- 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.

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- 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
- Respondent shall request to the Board verification of termination of the suspension period and license reinstatement to probation via the ASBN Nurse Portal or via the Board approved monitoring program once compliance with the Board's Suspension Order is met.
- A probation period of two (2) years shall follow the suspension period. All conditions of the suspension period regarding treatment programs, random drug screens, and abstinence shall continue through the probation period.
- While on probation, if working as a nurse, 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 education level, to be working in the same setting as Respondent and be readily available to provide assistance and intervention. Respondent shall not be employed in critical care, in-home hospice, or home health settings.
- 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 Ramonda Housh and seconded by Melanie Garner.

PASSED

The meeting recessed for lunch at 12:10 p.m. Following lunch, the Board resumed hearings.

President Lance Lindow called the meeting to order at 1:13 p.m. A flexible agenda was approved.

Sue Tedford, Director, presented to the Board proposed *Rules*, Chapter Eleven – Full Independent Practice Credentialing Committee, for review. Following discussion, the following motion was presented:

I MOVE that the Arkansas State Board of Nursing approve the proposed changes to the Arkansas State Board of Nursing *Rules*, Chapter Eleven- Full Independent Practice Credentialing Committee, as attached.

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

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MELANIE JO MOORE WINKLER BURNS, LICENSE NO. L059463 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Janet Simpson, MSN, RNP, RNC-MNN, provided testimony on behalf of the Board. On July 29, 2020, the Board issued a Letter of Reprimand with stipulations on Respondent's LPN License. Respondent was ordered to submit evidence of course completion within six (6) months, January 29, 2021, of the following courses: *Medication Errors: Causes and Prevention*, *Documentation for Nurses*, and *Ethics of Nursing Practice*. The Letter of Reprimand was sent by certified and regular mail to Respondent's last known address on file with the Board. Both letters were returned to the Board office on August 06, 2020. The Letter of Reprimand was resent via certified mail to a second address on file; in addition to an ASBN Nurse Portal reminder for Respondent to update her address. The letter was returned to the Board office on August 24, 2020, and Respondent failed to read the portal message. A process server unsuccessfully attempted to personally serve the Letter of Reprimand at the addresses on file with the Board. On February 1, 2022, Respondent was sent a reminder via the ASBN Nurse Portal informing her that the course completion certificates must be completed by February 7, 2022, or she would be scheduled for a hearing before the Board for noncompliance. Respondent failed to read the portal message. On April 29, 2022, Respondent was sent notification via USPS of noncompliance and opportunity to voluntary surrender license, to an Illinois address listed in Nursys. The letter has not been returned. The Arkansas State Board of Nursing *Rules*, Chapter Two, Section XI, B., states, "A licensee, whose address changes from the address on file with the Board shall immediately notify the Board in writing of the change." Respondent has failed to notify the Board of her address change as required by Board *Rules* and has failed to respond to ASBN Nurse Portal messages. Respondent has failed to complete the courses as outlined in 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 **MELANIE JO MOORE WINKLER BURNS, LICENSE NO. L059463 (EXPIRED)**, has violated A.C.A. § 17-87-309(a)(6) and the ASBN *Rules*, Chapter 7, Section IV,(A)(6)(t) and that the Board suspend the license and privilege to practice nursing until the terms of their Letter of Reprimand are met.

Brought by Ramonda Housh and seconded by Melanie Garner.

PASSED

LAURIE ANN MCELROY ADAMS, LICENSE NO. R078937 (EXPIRED)

Respondent was not present for the proceedings before the Board and was not represented by counsel. Lisa Wooten, MPH, BSN, RN, provided testimony on behalf of the Board. Respondent held License No. R078937 from May 23, 2007, to August 31, 2011, since which time it has been inactive. On the post expiration renewal application Respondent submitted to the Arkansas State Board of Nursing on January 12, 2022, Respondent answered "no" to Question 1 which asked the question: "Since your last renewal, have you had any disciplinary action on a nursing license or a privilege to practice in any state, jurisdiction, county, or province?" On the same application, Respondent answered "no" to Question 3 which asked: "Since your last renewal, do you have any condition or impairment (including, but not limited to, substance abuse, alcohol abuse or a mental disorder or condition) which in any way currently affects or limits your ability to practice safely and in a competent and professional manner?" On Question 6 of the application, Respondent answered "no" to the following: "Since your last renewal, has any licensing or regulatory authority in any state, jurisdiction, country, or province ever revoked, annulled, cancelled, accepted surrender of, suspended, placed on probation, refused to renew or otherwise discipline on any other professional or occupational license, certificate, nurse aide registration or multistate privilege to practice that you have held?" When Respondent completed the application, Respondent had to check a box confirming that Respondent affirmed that Respondent "understand(s) the instructions, terms and conditions as set forth in this application, and that it is true, correct, and complete to the best of my knowledge. Further, I understand that by submitting this application it constitutes agreement with the Attestation Statement." A search of NURSUS which displays disciplinary actions taken against a nurse's license revealed that disciplinary actions occurred in the States of Oregon and California. Respondent

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submitted an application for a Registered Nurse license to the Oregon Board of Nursing on or about May 15, 2020. The Board received information that the applicant left her job in 2017 for a disability. In the application, Respondent disclosed that Respondent had a substance abuse issue in 2017 and received treatment for alcohol abuse. On or about June 24, 2020, Respondent submitted a request to withdraw Respondent's application. In the Order, it stated that Respondent was "subject to discipline pursuant to ORS 678.111(1)(f), (g)" in which Respondent could be refused a license for conduct derogatory to the standards of nursing and OAR 851-045-0070(7)(c) in which use of a "prescription, non-prescription medication, alcohol or a mind-altering substance to an extent or manner dangerous or injurious to the licensee of others...." Respondent then entered into a Stipulated Order for Withdrawal of Registered Nurse License Application, Reference No. 20-01109. This disciplinary action was not disclosed on Respondent's application for Arkansas licensure. On or about August 30, 2011, the California Board of Nursing issued Registered Nurse License No. 805408 to Respondent. The Registered Nurse License expired on September 30, 2017. The California Board of Nursing filed an Accusation concerning the disciplinary action that had been taken against her in Oregon and her failure to report it to the Board. In the Stipulated Settlement and Disciplinary Order Respondent entered into with the Board, Respondent agreed that Respondent's "Registered Nurse License is subject to discipline and agrees to be bound" by the terms in the Agreement. Respondent's license was placed on probation for three (3) years with certain conditions imposed on Respondent's license there. One of the terms included in the Order was completion of a Board-approved treatment/rehabilitation program of at least six (6) months duration. Respondent signed this Agreement and did not disclose this disciplinary action taken against Respondent's license. On March 2, 2022, Respondent was mailed via Certified Mail and via the nurse portal a request to obtain an evaluation of her ability to practice nursing safely. Respondent viewed this message on March 4, 2022, at 10:02 a.m. Respondent was to have the evaluation back to ASBN by April 7, 2022. Respondent has yet to obtain the evaluation.

MOTION: I MOVE LAURIE ANN MCELROY ADAMS, LICENSE NO. R078937 (EXPIRED), license renewal application is denied, and license is suspended until all disciplinary action is completed in other states. At which time the Respondent must appear before the Board to request renewal. Prior to appearing before the Board, Respondent must complete an addictive evaluation within six (6) months.

Brought by Ramonda Housh and seconded by Melanie Garner.

PASSED

Stacie Hipp, Secretary, made the following recommendation relating to Cynthia Geheb's previous order, and following discussion, the following motion was presented:

MOTION: I MOVE to amend Motion #2 for Cynthia Hope Long Thresher Hild Geheb, License # L038231(expired) to remove the following courses:

- Medication Errors;
- Documentation for Nurses

Brought by Stacie Hipp and seconded by Janice Ivers.

PASSED

BRITTANY MARIE WILLIAMS, LPN LICENSE NO. L055079

Respondent was not present for the proceedings before the Board and was not represented by counsel. David Dawson, General Counsel, presented evidence to the Board for summary suspension. Written notice of the suspension is hereby provided pursuant to ASBN Rules, Chapter Seven, Section II, B. 3. a. (3) 3. The evidence indicates that Licensee, Brittany Marie Williams, is in violation of the *Nurse Practice Act*, A.C.A. § 17-87-309(a)(6). The Board has sufficient evidence which, if not rebutted or explained, will justify revocation or continued suspension or probation of the license of Brittany Marie Williams. The general nature of the evidence against Licensee is as follows: Respondent entered a consent agreement with the Board on November 18, 2020. Respondent became noncompliant with that consent agreement.

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Respondent failed to contact the Board approved monitoring company daily, failed to show and submit specimens for drug testing when selected, submitted a dilute specimen for drug testing, tested positive for hydrocodone, dihydrocodone, hydromorphone and alcohol, failed to submit required reports, and failed to submit AA/NA support group reports. Respondent entered a two-year probation noncompliance consent agreement with the Board on July 15, 2021. Respondent was scheduled to begin monitoring on September 1, 2021. Respondent has failed to comply with the July 15, 2021, probation noncompliance consent agreement. Respondent has not submitted any specimens for drug testing when selected by the Board approved monitoring company. There has been absolutely no drug screen completed since monitoring began on September 1, 2021. Respondent has failed to check in with the Board approved monitoring company daily, and has not provided the required reports, including attendance reports for AA/NA support group meetings. The Board received two new complaints regarding Respondent one month after Respondent entered the probation noncompliance consent agreement. Those complaints were forwarded to an investigator with Pharmacy Services for investigation. The first complaint indicates that in February of 2021, Respondent altered the count of a controlled substance in the narcotic book at Siloam Springs Nursing and Rehab, which caused the count to be one hydrocodone/APAP short. The second complaint alleged that Respondent was diverting drugs. Respondent was terminated at Siloam Springs Health and Rehab, due to a loss of narcotics. The Director of Nursing at Siloam Springs Health and Rehab indicated that it was obvious to her that Respondent was stealing narcotics. Four alert and oriented patients reported to the DON that they did not request any additional pain pill, although it was signed off by Respondent that they did receive the medication. Two patients did not receive any medication for the 3:00 – 11:00 shift, although Respondent documented on the MAR that she administered the medication. Respondent changed the numbers on a patient's Norco card to take an additional pill from the count. Another patient reported that Respondent gave her Tylenol, yet Respondent had a Norco signed out and taken from the card for that patient. According to a Report of Loss of Controlled Substances Form, two clonazepam 0.5 mg tabs were removed from the E-kit per Respondent for a resident who did not have an order for clonazepam. On February 23, 2021, Respondent signed out one Norco 7.5/325mg at 1600. The original balance was 45 tabs. Respondent also signed out a Norco 7.5/325 mg at 2000 for the same resident. The balance number was altered from a balance of 44 to show 43 tabs. The balance of 43 tabs was then altered to show 42 tabs. One tab is unaccounted for. Three medical records at Siloam Springs Health and Rehab were reviewed by the investigator with dates between February 9, 2021, to February 24, 2021. A total of 15 mg of oxycodone, 7.5 mg of hydrocodone, and 1 mg of clonazepam is unaccounted for. After Respondent was terminated from Siloam Springs Health and Rehab, she was subsequently employed by Concordia Nursing and Rehab on March 24, 2021. Respondent was terminated in July of 2021 after an Office of Long-Term Care investigation had been turned in on Respondent. Three medical records at Concordia Nursing and Rehab were reviewed by the investigator with dates between April 8, 2021, to May 31, 2021. A total of 90 mg hydrocodone, 56 mg hydromorphone, and 210 mg oxycodone is unaccounted for. Based upon the evidence indicated, the Board has determined that the continuation of the practice of Nursing by Licensee Brittany Marie Williams will create an immediate hazard to the public. The Board has therefore suspended the license of Brittany Marie Williams effective as of the date this Notice and Order of Suspension is served. The Board will set an immediate hearing for a full evidentiary presentation by the Licensee and the Board.

MOTION: I MOVE that the Arkansas State Board of Nursing summarily suspend the license of **Brittany Marie Williams, Arkansas Licensed Practical Nurse License #L055079**. The Board declares an emergency and states Respondent is a threat to the health, safety, and welfare of the citizens of Arkansas. A hearing will be promptly scheduled for the Board's next regular hearing date, to consider and determine revocation or other action.

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

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Sue Tedford, Director, presented the following items to the Board:

- Practice Site Limitation wording on Motions and Consent Agreements. After discussion, the following motion was presented:

MOTION: I MOVE the Arkansas State Board of Nursing edit the practice site limitations in the consent agreement, Board motion templates and ArNAP contracts to state the following: "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.

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

- Staff discussed the need for a standardized guide for licensees and staff to use for determining medications allowed and prohibited while a licensee is under a Board order. It was suggested the *Medication Guide for a Safe Recovery* from Talbott Recovery Campus would be a good tool to assist with abstinence policy. The following motion was presented:

MOTION: I MOVE the Arkansas State Board of Nursing (ASBN) staff utilize the Talbott Recovery Campus' *Medication Guide for a Safe Recovery* as a guide to assist with the enforcement of ASBN's abstinence policy while receiving treatment for other health problems.

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

- Suggestions made during the June 2022 Strategic Planning Meeting were discussed with the full Board. The following motions were presented after discussion:

MOTION: I MOVE that the Arkansas State Board of Nursing rescind the following policy of the Arkansas State Board of Nursing Administrative Manual as listed:

- Policy III-40 – Methadone or Buprenorphine Use in a Treatment Plan

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

MOTION: I MOVE that the Arkansas State Board of Nursing recommends licensed nurses shall be issued a Letter of Warning (LOW) for Class B and C non-bar misdemeanors and Letter of Reprimand (LOR) for non-bar felonies and Class A misdemeanors (conviction, finding the guilt, plea of guilty or nolo contendere in any state jurisdiction, country, or province).

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

- If Board Members are running for office in September, you will need to declare by end of day. Current nominees are:
 - President- Lance Lindow
 - Vice President- Neldia Dycus
 - Secretary- Janice Ivers
 - Treasurer- Stacie Hipp
- 2022 NCSBN Annual Meeting summary of recommendations to the 2022 Delegate Assembly regarding Board of Directors, Leadership Succession Committee (LSC), and NCLEX Examination Committee (NEC) were presented and discussed.

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The following motion was presented:

MOTION: I MOVE that the Arkansas State Board of Nursing approve the Board Meeting Minutes from the June 8, 2022, and June 9, 2022, Board Meetings.

Brought by Lance Lindow and seconded by Stacie Hipp.

PASSED

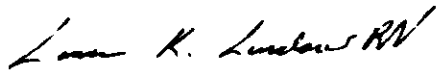
David Dawson presented to the Board an amended Findings of Fact/Conclusions of Law and Order from the June 8, 2022, board hearing on **LUCINE L. SAROYAR, LPN ENDORSEMENT APPLICANT**. After discussion, the following was presented adding violations listed:

MOTION: I MOVE that the Arkansas State Board of Nursing amend paragraph three – Conclusions of Law – in the previous Findings of Fact, Conclusions of Law and Order, in the matter of Lucine L. Saroyar to list the violations as A.C.A. §17-87-309(a)(2), of gross immorality; (a)(6), unprofessional conduct; and (a)(7) has had a license revoked in any jurisdiction.

Brought by Stacie Hipp and seconded by Lance Lindow.

PASSED

There being no further business, the meeting adjourned at 3:47 pm.



Lance Lindow, President



Leslie Suggs, Recording Secretary

7.08.2022

Date Approved

Handwritten text or signature, possibly a name, located in the lower right quadrant of the page.