



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.  
*Katherine A. Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Registered Nurse           §     AGREED  
License Number 716329 and                   §  
Vocational Nurse License Number 190631   §  
issued to CONNIE PAT WATSON           §     ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CONNIE PAT WATSON, Registered Nurse License Number 716329, and Vocational Nurse License Number 190631, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on January 4, 2011, by Katherine A. Thomas, MN, RN, Executive Director, subject to ratification by the Board.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received a Certificate in Vocational Nursing from Northeast Texas Community College, Mt. Pleasant, Texas, on August 8, 2003. Respondent was licensed to practice vocational nursing in the State of Texas on September 24, 2003. Respondent received an Associate Degree in Nursing from Northeast Texas Community College, Mt. Pleasant, Texas, on June 7, 2005. Respondent was licensed to practice professional nursing in the State of Texas on June 9, 2005.

5. Respondent's nursing employment history includes:

08/03-07/04	LVN	East Texas Medical Center Tyler, Texas
07/05-09/08	RN	East Texas Medical Center Quitman, Texas
09/08-03/09	PRN RN	East Texas Medical Center Quitman, Texas
03/09-Present	Unknown	

6. At the time of the initial incidents in Findings of Fact Numbers Seven (7) and Nine (9), Respondent was employed as a Registered Nurse with East Texas Medical Center, Quitman, Texas, and had been in this position for approximately four (4) years and eight (8) months.
7. On or about March 26, 2009, while employed as a Registered Nurse, with East Texas Medical Center-Quitman, Quitman, Texas, Respondent refused a patient admission, shoved a chart at the charge nurse, and refused to help a patient to the restroom stating "the family can do it." Respondent's conduct was likely to injure patients and could have resulted in the patients not getting the care that they needed.
8. In Response to Finding of Fact Number Seven (7), Respondent states when she arrived at work on March 26, 2009, there were thirteen (13) patients, five (5) of which were assigned to her, another Registered Nurse (RN) had four (4) patients, and the Licensed Vocational Nurse (LVN) had four (4) patients. The RN discharged one (1) patient and transferred another. The LVN discharged two (2) patients, however, Respondent still had all five (5) of her assigned patients. Respondent states that an admission was not mentioned to her. Respondent states that she believes the charge nurse asked to see a copy of new orders and the chart on one of her patients, Respondent then handed the chart to her over her shoulder without turning around, the charge nurse then threw the chart down and walked out of the area. In response to refusing to help a patient to the restroom, Respondent states the patient needed to use the commode frequently, and while she was speaking with a physician, the unit clerk asked if the Respondent could assist her. Respondent responded with "right now I'm helping Dr. Waddleton, could you assist her for me?" The next time and all the other times, Respondent states, when the patient called for assistance she helped her and never stated "let the family help her."

9. On or about March 26, 2009, while employed as a Registered Nurse, with East Texas Medical Center-Quitman, Quitman, Texas, Respondent "pre-charted" her patients' medical records indicating assessments of her assigned patients at times that had not yet occurred and after she had left. Respondent "pre-charted" patients' Hourly Flow Sheets, and neurological assessments that include level of consciousness, stimulus response, touch response, pupils, eye movements, motor response and respirations, and signed responsibility of care. Respondent's conduct was deceiving and created an inaccurate medical record on which subsequent caregivers would rely on to provide ongoing medical care. Additionally, the conduct was likely to injure the patients and could have resulted in the patients not getting the care that they needed.
10. In Response to Finding of Fact Number Nine (9), Respondent states one of her patients had a Neurological check ordered every 2 hours, which started the day before and she had consistently scored a "29," which was the top possible score. Respondent states she had assessed the patient on three (3) different occasions that morning and determined she was indeed scoring a "29," and when she finally was able to start charting she filled in her chart up to current time and for the next two (2) or three (3) checks. Additionally, Respondent states she felt confident she was stable and if necessary could have corrected if the patient's condition changed.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A),(B)&(D). and 22 TEX. ADMIN. CODE §217.12(1)(A),(B)&(C),(4),(6)(A)&(H).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 716329, and Vocational Nurse License Number 190631, heretofore issued to CONNIE PAT WATSON, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a WARNING WITH STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act,

Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a nurse licensure compact privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT'S successful completion of the course. This course shall be taken in addition to any other courses

stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.*

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT'S successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of

Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address: <http://www.learningext.com/products/generalce/critical/ctabout.asp>.*

(4) RESPONDENT SHALL pay a monetary fine in the amount of five-hundred (\$500) dollars. RESPONDENT SHALL pay this fine within forty-five (45) days of entry of this Order. Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) OR VOCATIONAL NURSE (LVN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:**

(5) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT'S license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on

RESPONDENT'S license. RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(6) RESPONDENT SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.

(7) RESPONDENT SHALL be supervised by a Registered Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(8) RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the Respondent by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for one (1) year of employment as a nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

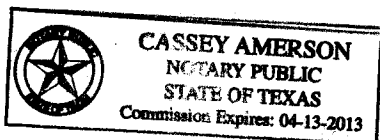
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 2<sup>nd</sup> day of February, 2011.

Connie Pat Watson  
CONNIE PAT WATSON, Respondent

Sworn to and subscribed before me this 2<sup>nd</sup> day of February, 2011.

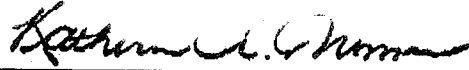
SEAL



Cassey Amerson  
Notary Public in and for the State of TEXAS

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 2<sup>nd</sup> day of February, 2011, by CONNIE PAT WATSON, Registered Nurse License Number 716329, and Vocational Nurse License Number 190631, and said Order is final.

Effective this 8<sup>th</sup> day of March, 2011.



Katherine A. Thomas, MN, RN  
Executive Director on behalf  
of said Board

