



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

In the Matter of Registered Nurse § AGREED
License Number 540823 §
issued to LESLIE D. LITTLE § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LESLIE D. LITTLE, Registered Nurse License Number 540823, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on March 28, 2010, by Katherine A. Thomas, MN, RN, Executive Director.

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.
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 an Associate Degree in Nursing from Midwestern State University, Wichita Falls, Texas, on May 1, 1987. Respondent was licensed to practice professional nursing in the State of Texas on August 24, 1987.
5. Respondent's professional nursing employment history includes:

05/1987 - 03/1993	Nurse Manager	North Texas State Hospital Wichita Falls, Texas
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Respondent's professional nursing employment history continued:

02/1992 - Unknown	RN Part-time	High Plains Health Providers Wichita Falls, Texas
03/1993 - 04/1996	Nurse Manager	Red River Hospital Wichita Falls, Texas
04/1996 - 03/2009	RN/ Nurse Manager	North Texas State Hospital (NTSH) Wichita Falls, Texas
03/2009 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Nurse Manager with North Texas State Hospital, Wichita Falls Campus, Wichita Falls, Texas, and had been in this position for approximately four (4) years.
7. On or about April 2005 through May 2008, while employed as a Registered Nurse at North Texas State Hospital, Wichita Falls, Texas, Respondent misrepresented to the staff at the hospital that she had a current Psychiatric Certification through the ANCC. Additionally, Respondent reflected that she maintained a Psychiatric Certification in her signatory title of "RNC." Furthermore, on or about May 5, 2008, Respondent stated that her psychiatric certification had expired in 1998; however, even though she made this statement, she continued to use the signatory term "RNC" in a patient record. Respondent's conduct deceived her employer and patients in that they believed Respondent's credentials were current and accurate.
8. In response to Finding of Fact Number Seven (7), Respondent states she unfortunately forgot to renew and was not asked to provide documentation until several years later. Respondent states that when asked, she told her employer that she would produce proof of certification, thinking that all she had to do was pay a re-certification fee to bring her standing current since she met all other requirements for certification. Respondent states when she found that she must retest, she states she informed her supervisor. Respondent states she did not continually maintain the Psych Certification in her signatory titles as the complaint suggests, but did maintain her title as RN. Respondent says she was told that she used the RNC on a document in a chart on April 30, 2008, but was not aware of this one incident and regrets that any error may have occurred. Respondent states she never had any intention of misrepresenting her Psych Certification as it was and is not a job requirement, but merely an educational enhancement. Respondent states she did fail to re-certify her psychiatric certification, but did not fraudulently represent this to her employer.

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 violations of Section 301.452(b)(10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(6)(H)&(I).
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 540823, heretofore issued to LESLIE D. LITTLE, including revocation of Respondent's license to practice professional 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 REMEDIAL EDUCATION WITH A FINE, 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 is 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 State of Texas and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL pay a monetary fine in the amount of two thousand five hundred dollars (\$2500.00). RESPONDENT SHALL pay this fine within one hundred eighty (180) 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.

(2) 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>

(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>.*

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

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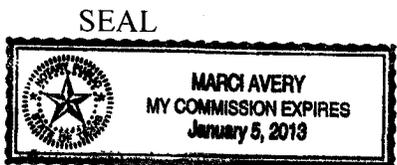
RESPONDENT'S CERTIFICATION

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 when this Order becomes final and the terms of this Order become effective, 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 to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 20 day of April, 2010.

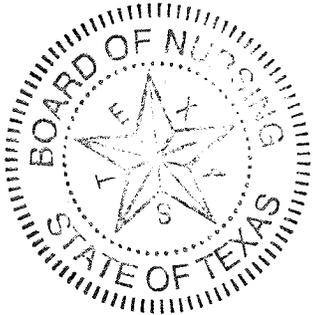
Leslie D Little
LESLIE D. LITTLE, Respondent

Sworn to and subscribed before me this 20 day of April, 2010.

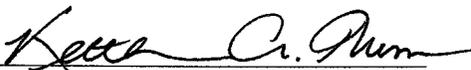


Marci Avery
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 20th day of April, 20 10, by LESLIE D. LITTLE, Registered Nurse License Number 540823, and said Order is final.



Effective this 30th day of April, 20 10.


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