

BEFORE THE TEXAS BOARD OF NURSING



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.  
*Melinda Hester*  
Executive Director of the Board

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In the Matter of Registered Nurse § AGREED  
License Number 660242 and §  
Vocational Nurse License §  
Number 94114 issued to §  
CINDI STOVALL WILLIAMS §  
(A.K.A. CYNTHIA GAYE WEBB) § ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that CINDI STOVALL WILLIAMS (A.K.A. CYNTHIA GAYE WEBB), hereinafter referred to as Respondent, Registered Nurse License Number 660242 and Vocational Nurse License Number 94114, may have violated Section 301.452(b)(10)&(13), Texas Occupations Code.

An informal conference was held on November 17, 2009, at the office of the Texas Board of Nursing, in accordance with Section 301.464 of the Texas Occupations Code.

Respondent appeared in person. Respondent was notified of her right to be represented by legal counsel and elected to waive representation by counsel. In attendance were Melinda Hester, MSN, RN, Executive Director's Designee; Jena Abel, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Noemi Vezina, Investigator.

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 notice and hearing, and consented to the entry of this Order.

3. Respondent is currently licensed to practice professional nursing in the State of Texas. Respondent holds a license to practice vocational nursing in the State of Texas which is currently in delinquent status.
4. Respondent received a Certificate in Vocational Nursing from Cisco Junior College, Cisco, Texas, on August 22, 1980. Respondent was licensed to practice vocational nursing in the State of Texas on December 11, 1981. Respondent received an Associate Degree in Nursing from South Plains College, Levelland, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on June 10, 1999.

5. Respondent's professional and vocational nursing employment history includes:

02/81 - 11/98	Director of Clinical Services	Lubbock Home Care & Hospice Littlefield, Texas
01/99 - 01/01	Director of Nursing	Senior Properties Care Mgmt Services Eastland, Texas
02/01 - 09/02	Unknown	
10/02 - 10/03	Regional Director Clinical Services	Outreach HomeCare & Hospice Abilene, Texas
11/03 - 11/05	Director of Nursing	Villa Haven Health & Rehabilitation Breckenridge, Texas
12/05 - 05/06	Anatomy & Phy Instructor/ Clinical Supervisor	Texas State Technical College Breckenridge, Texas
05/05 - 11/07	Director of Nursing	Azle Manor HealthCare Azle, Texas
12/07 - 01/08	Unknown	
02/08 - 04/08	Director of Nursing	Valley View Healthcare Center Eastland, Texas
03/08 - 02/09	Director of Nursing	IntegraCare Home Health (3 branches) Cisco/ Brackenridge/ Albany, Texas
Present	Director of Nursing Services	Trinity Terrace/ CCRC Fort Worth, Texas

6. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as the Director of Nursing with Valley View Health Care Center, Eastland, Texas, and had been in this position for less than one (1) month.
7. On or about February 26, 2008, to April 13, 2008, while employed as the Director of Nursing with Valley View Healthcare Center, Eastland, Texas, Respondent inappropriately allowed Graduate Vocational Nurse (GVN) J.A. to continue to practice vocational nursing with an invalid Graduate Vocational Nurse Permit after J.A. did not pass her vocational nursing licensure examination. Respondent's conduct deceived residents, their families, fellow care givers and the public in that they believed the nursing practice of J.A. was in compliance with all Board Rules and Regulations.
8. In Response to the incident in Finding of Fact Number Seven (7), Respondent states:

"I was notified via phone of the situation and instructed the GVN to call her school and request a re-test permission and then to contact the Board of Nursing to request a re-test. I was informed that this had been accomplished and that an extension had been granted...I instructed the GVN that if she had an extension on her permit then she would be allowed to continue to work in her normal capacity."
9. On or about December 19, 2008, while employed as the RN Clinical Supervisor with IntegraCare Home Health, Inc., Cisco, Texas, Respondent falsely documented assessments and nursing care rendered to Client Medical Record Number 103123A in that she failed to perform a scheduled home health visit. Additionally, Respondent failed to document and sign the Patient Flow Sheet. Respondent's conduct was deceptive and created an inaccurate medical record.
10. In Response to the incident in Finding of Fact Number Nine (9), Respondent states that they were short staffed and she was unable to re-assess the client, so she called a field LVN and asked her to check on the client. Respondent states that the LVN called her after checking on the client and gave her the assessment. Respondent states that she told the LVN to inform the client that she would be there as soon as possible. Respondent states that when she arrived at the client's home, the client was upset and wanted to rest. Respondent states, "I observed her the best that I could with what was allowed and I left." Respondent states that the next day she was questioned by the Regional Supervisor claiming that the client stated that she never got a visit or any instructions from Respondent when she got home from the hospital. Respondent states, "I tried to render care but was not going to force the issue. I did all I could that day and left, but I made sure the client was set up for her care to continue." Respondent further states that she was unable to perform a comprehensive assessment as she normally would post hospital on a home bound client due to the fact that the client became agitated and wanted her out of the home.

## CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, 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)&(D) and 217.12(1)(A), (1)(B),(1)(C),(6)(A),(6)(H)&(11)(A).
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 660242 and Vocational Nurse License Number 94114, heretofore issued to CINDI STOVALL WILLIAMS (A.K.A. CYNTHIA GAYE WEBB), including revocation of Respondent's license 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 multistate licensure privilege, if any, to practice nursing in compact states.

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 multistate licensure 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 dollars (\$500). 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 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 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 licenses. 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 licenses. 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 and RESPONDENT shall be eligible for multistate licensure privileges, if any, to practice nursing in the State of Texas.

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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 licenses to practice professional and vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 1 day of March, 2010.

Cindi Stovall Williams

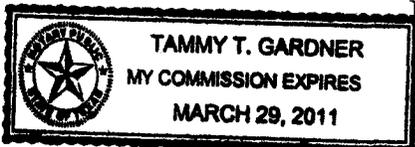
CINDI STOVALL WILLIAMS (A.K.A. CYNTHIA GAYE WEBB), Respondent

Sworn to and subscribed before me this 1 day of March, 2010.

SEAL

Tammy T. Gardner

Notary Public in and for the State of TEXAS



Approved as to form and substance.

Jeff B. McDonald

Jeff B. McDonald, Attorney for Respondent

Signed this 9th day of March, 2010.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 1st day of March, 2010, by CINDI STOVALL WILLIAMS (A.K.A. CYNTHIA GAYE WEBB), Registered Nurse License Number 660242 and Vocational Nurse License Number 94114, and said Order is final.

Effective this 22nd day of April, 2010.

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

