



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 611741 §  
issued to ISABELLA C. AKAS § ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Bo produced evidence indicating that ISABELLA C. AKAS, hereinafter referred to as Respondent..., Registered Nurse License Number 611741, may have violated Section 301.452(b)(10)&(13), Texas Occupations Code.

An informal conference was held on February 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 represented by Kenda B. Dalrymple, Attorney at Law. In attendance were Katherine A. Thomas, MN, RN, Executive Director; Jena Abel, Assistant General Counsel; Kyle Hensley, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Noemi Leal, Supervising 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.
4. Respondent received an Associate Degree in Nursing from Queen Elizabeth College of Nursing, Nigeria, in May 1992. Respondent was licensed to practice professional nursing in the State of Texas on December 19, 1994.

5. Respondent's professional nursing employment history includes:

03/95 - 05/99	Rehabilitation Nurse/ Nursing Supervisor	Healthsouth Cityview Fort Worth, Texas
05/97 - 09/99	Staff Nurse/ Rehabilitation Unit	Osteopathic Hospital Fort Worth, Texas
11/99 - 07/02	Staff Nurse	Marina Health Post Acute Network Fort Worth, Texas
10/02 - 11/03	Staff Nurse/Telemetry	Harris Methodist Southwest Hospital Fort Worth, Texas
12/03 - 05/05	Staff Nurse	Kindred Hospital Mansfield Mansfield, Texas
08/05 - 05/06	Staff Nurse	Plaza Medical Center of Fort Worth Fort Worth, Texas
06/06 - 02/07	Not employed	
03/07 - 12/08	Staff Nurse	Regency Hospital Fort Worth, Texas
08/08 - Present	Field Nurse	Southwest Home Health Fort Worth, Texas

6. At the time of the incidents in Findings of Fact Numbers Nine (9) through Eleven (11), Respondent was employed as a Staff Nurse with Plaza Medical Center of Fort Worth, Fort Worth, Texas, and had been in this position for nine (9) months.
7. On or about May 8, 2006, while employed with Plaza Medical Center of Fort Worth, Fort Worth, Texas, Respondent failed to administer Dobutamine to Patient Medical Record Number 317246 as ordered by the physician. The physician's order was Dobutamine drip at 25.0 mcg/min and Respondent set the rate at one tenth of the correct dose (2.5 mcg/min). Respondent's conduct was likely to injure the patient in that failure to administer Dobutamine as ordered by the physician could have resulted in non-efficacious treatment.
8. On or about May 28, 2006, while employed with Plaza Medical Center of Fort Worth, Fort Worth, Texas, Respondent failed to document that she had notified the physician of blood glucose levels over four hundred (400) as ordered for Patient Medical Record Number 187585. The patient's blood glucose was over four hundred (400) at 11:42, 11:46, and 12:56. Respondent's conduct was likely to expose the patient unnecessarily to a risk of harm from complications due to undiagnosed and consequently untreated disease processes.

9. On or about May 28, 2006, while employed with Plaza Medical Center of Fort Worth, Fort Worth, Texas, Respondent failed to accurately and completely document the administration of Insulin in the Medication Administration Record for Patient Medical Record Number 187585. Respondent failed to obtain a co-signature of the nurse who witnessed the Insulin draws and failed to document the amount of scheduled and sliding scale Insulin in the Medication Administration Record although the patient's blood sugar levels and amount of sliding scale Insulin was noted in the Nurses Notes. Respondent's conduct was likely to injure the patient in that subsequent care givers would not have the benefit of the documented information upon which to base their medical care.
10. In response to the allegations Respondent states that on May 24, 2005, she did assess the patient through out her shift, however she did not make an entry in the record every time she was in the patient's room. Respondent could not recall where in the record the patient's blood glucose levels were documented by the nurses. In response to the allegations from her employment with Plaza Medical Center of Fort Worth, Respondent states that on May 8, 2006, she requested another staff member and the hospital pharmacist to help her with the calculations for the Dobutamine rate. She accidentally entered the numbers on the pump at the wrong rate and her error was not caught by other nurses for four days. On May 28, 2006, Respondent stated that she had the required witness for her insulin draw and she administered the correct dose of insulin to the patient. However, the witness failed to sign into the MAR to document that he witnessed the Insulin draw and he left the hospital before the Respondent could document in the patient's record. Respondent also states that on May 28, 2006 was a busy day and she notified the house physician of the patient's elevated blood glucose levels in person, as they were attending to another patient in distress. However, she failed to document this information in the patient's record.

#### 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)(C)(D)(P) and 217.12(1)(C).
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 611741, heretofore issued to ISABELLA C. AKAS, including revocation of Respondent's license to practice nursing in the State of Texas.
5. Section 301.463(d) of the Act provides that this Agreed Order is a Settlement agreement under Rule 408 of the Texas Rules of Evidence for purposes of civil or criminal litigation.

## 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 deliver the wallet-sized license issued to , to the office of the Texas Board of Nursing within ten (10) days of the date of this Order.

(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) contact 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 Chemical Dependency, 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/about/stipscourses.html>.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. 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. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor 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/about/stipscourses.html>.*

(4) 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/about/stipscourses.html>.*

(5) 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, 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) NURSE (LVN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD.**

(6) 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.

(7) 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.

(8) For the duration of the stipulation period, 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.

(9) 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) months 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.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. 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 to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 30<sup>th</sup> day of April, 2009.

CAAS

ISABELLA C. AKAS, Respondent

Sworn to and subscribed before me this 30<sup>th</sup> day of April, 2009.



Jana K. Morgan  
Notary Public in and for the State of Texas

Approved as to form and substance.

Kenda B. Dalrymple  
Kenda B. Dalrymple, Attorney for Respondent

Signed this 3<sup>rd</sup> day of May, 2009.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 30<sup>th</sup> day of April, 2009, by ISABELLA C. AKAS, Registered Nurse License Number 611741, and said Order is final.

Effective this 9<sup>th</sup> day of June, 2009.



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

