



6. At the time of the incident in Finding of Fact Number Seven (7), Respondent was employed as a Director of Obstetrics, with East Texas Medical Center, Athens, Texas, and had been in this position for twelve (12) years.
7. On or about March 19, 2006, while employed as a Director of the OB/GYN Unit at East Texas Medical Center, Athens, Texas, Respondent violated nurse/client professional boundaries in that she used her position to forego the normal adoption procedures, including applying to an adoption agency, to facilitate the adoption of a baby born on the unit where she was employed. Respondent's conduct was a violation of patient/nurse boundaries which could result in confusion between the needs of the nurse and those of the client.
8. In response to Finding of Fact Number Seven (7), Respondent states she was asked to go the Operating Room (OR) by another RN who explained to her that a patient had presented in labor, denying receipt of any prenatal care, had unknown gestational dates and reported a previous Caesarean-Section (C-Section). Respondent was asked to be present in the OR just before the C-section was completed in order to assist with any complications the infant might experience. When Respondent arrived in the OR, she learned from the primary nurse that the patient, Ms. B, had arranged for a private adoption and did not wish to see the baby. Respondent denies speaking to Ms. B during the procedure, but stayed for a few minutes following the C-section while the infant required oxygen. The following day, when Respondent arrived to work, she learned that the patient wished to speak to her. Respondent went to the patient's room and was informed by Ms. B that some of the nurses had stated that Respondent and her husband wanted to adopt a child. Respondent met with an attorney on March 20, 2006, and began the necessary legal process to adopt the infant. Respondent states that all the necessary legal procedures were completed to ensure that the adoption would be appropriate and legal. Based upon the facts and circumstances related to the adoption of her daughter, Respondent had no reason to anticipate that she would ever be accused of coercing Ms. B. Respondent is confident that her conduct regarding the adoption of her daughter was fully consistent and compliant with her professional duties; she is concerned if the circumstances of the adoption have given an appearance of coercion or impropriety to anyone.

#### 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), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(6)(D).

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 606092, heretofore issued to HEIDI TOMPKINS CANTRELL, 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, 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 professional 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 multistate licensure 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 deliver the wallet-sized license issued to HEIDI TOMPKINS CANTRELL to the office of the Texas Board of Nursing within ten (10) days of the date of ratification of this Order.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, the suspension being stayed, 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 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 and RESPONDENT shall be eligible for multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

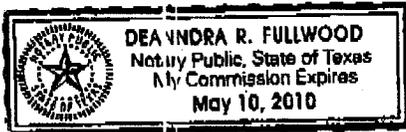
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid 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 13<sup>th</sup> day of January, 2009.

Heidi Tompkins Cantrell  
HEIDI TOMPKINS CANTRELL, Respondent

Sworn to and subscribed before me this 13 day of January, 2009.

SEAL



Deandra R. Fullwood

Notary Public in and for the State of Texas

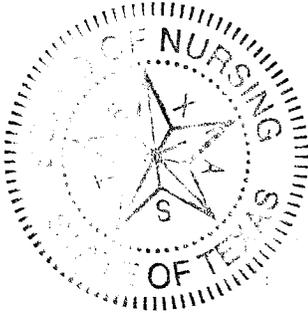
Approved as to form and substance.

Rebecca Crosby Komrov  
REBECCA CROSBY KOMROV, Attorney for Respondent

Signed this 19<sup>th</sup> day of January, 2009.

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 13th day of January, 2009, by HEIDI TOMPKINS CANTRELL, Registered Nurse License Number 606092, and said Order is final.

Effective this 20th day of January, 2009.



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