



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 License Number 425531 § AGREED
issued to NORMA J. SULLIVAN § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Bo considered the matter of NORMA J. SULLIVAN, Registered Nurse License Number 425531, 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 conference, notice and hearing, and agreed to the entry of this Order offered on January 15, 2008, 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 conference, 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 Diploma in Nursing from Bryn Mawr Hospital, Bryn Mawr, Pennsylvania on September 1, 1968. Respondent was licensed to practice professional nursing in the State of Texas on June 29, 1972.
5. Respondent's professional nursing employment history includes:

07/72 - 2000	unknown	
2000 - 2003	unknown	Crown of Texas Conroe, Texas

Respondent's professional nursing employment history continued:

01/04 - 01/05	unknown	Odyssey House Conroe, Texas
03/05 - 10/07	Staff Nurse	Lighthouse Hospice Tomball, Texas
11/07 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Lighthouse Hospice, Tomball, Texas, and had been in this position for two (2) years and five (5) months.
7. On or about August 22, 2007, while employed with Lighthouse Hospice, Tomball, Texas, Respondent failed to follow the policy and procedure for wastage of five (5) tablets of MSIR Morphine 30 mg, five (5) tablets of MOS(Morphine Sulfate), sixty (60) tablets of MSO (Morphine Sulfate) 10mg, and two (2) bottles of Atropine drops. Respondent's conduct was likely to deceive the facility's pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).
8. On or about August 22, 2007, while employed with Lighthouse Hospice, Tomball, Texas, Respondent misappropriated five (5) tablets of MSIR Morphine 30 mg, five (5) tablets of MOS(Morphine Sulfate), sixty (60) tablets of MSO (Morphine Sulfate) 10mg, and two (2) bottles of Atropine drops belonging to the facility and patients, thereof, or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
9. Regarding the conduct outlined in Findings of Fact Numbers Seven (7) and Eight (8), Respondent states that it was certainly never her intention to do so. As a hospice nurse she fully appreciates her obligation to properly dispose of any medications. Respondent feels she did so by returning them to her office and having them destroyed with witnesses per policy and with her supervisors knowledge and approval. Respondent was assessed by David Cameron, LCDC, as part of a referral to the Texas Peer Assistance Program for Nurses (TPAPN). Respondent was found to have no indications of substance abuse or dependency and no desire to divert medications.

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)(G),(10)(C)&(11)(B).
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 425531, heretofore issued to NORMA J. SULLIVAN, 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 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 NORMA J. SULLIVAN to the office of the Texas Board of Nursing within ten (10) days of the date of ratification of this Order for appropriate notation.

(2) 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.

(3) 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 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/about/stipscourses.html>

(4) 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 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.

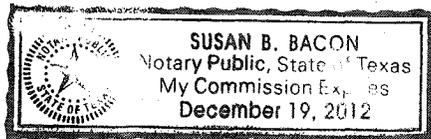
Signed this 21 day of January, 2009.

Norma J. Sullivan
NORMA J. SULLIVAN, Respondent

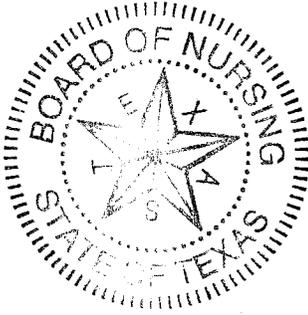
Sworn to and subscribed before me this 21st day of January, 2009.

SEAL

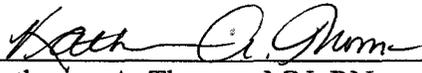
Susan B. Bacon
Notary Public in and for the State of Texas



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 21st day of January, 2009, by NORMA J SULLIVAN, Registered Nurse License Number 425531, and said Order is final.



Effective this 27th day of January, 2009.



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