



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.  
*Marilyn Davis*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

\*\*\*\*\*

In the Matter of Registered Nurse License Number 652765 § AGREED  
issued to SHARON WILLIAMS § ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that SHARON WILLIAMS, hereinafter referred to as Responder Registered Nurse License Number 652765, may have violated Section 301.452(b)(10)&(13), Texas Occupations Code.

An informal conference was held on April 8, 2008, 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 Carol Marshall, MSN, RN, Nurse Consultant, Executive Director's Designee; Marilyn Davis, RN, BSN, MPA, Board Member; E. Joy Sparks, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Randi P. Capone, 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 representation by counsel, 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 a Baccalaureate Degree in Nursing from Texas Woman's University, Denton, Texas, on May 1, 1998. Respondent was licensed to practice professional nursing in the State of Texas on July 2, 1998.

5. Respondent's professional nursing employment history includes:

06/98 - 04/99	GN/Staff Registered Nurse (RN) Pediatric Intensive Care Unit	Medical City of Dallas Dallas, Texas
04/99 - 05/02	Staff RN Emergency Department	North Hills Hospital North Richland Hills, Texas
06/02 - 09/02	Unknown	
10/02 - 04/03	Staff RN Emergency Department	Cook Children's Hospital Fort Worth, Texas
05/03 - 08/04	Unknown	
09/04 - 03/06	Staff RN	Arlington Memorial Hospital Arlington, Texas
04/06 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as an RN with Arlington Memorial Hospital, Arlington, Texas, and had been in this position for approximately one (1) year, four (4) months.

7. On or about January 8, 2006, through February 8, 2006, while employed with Arlington Memorial Hospital, Arlington, Texas, Respondent withdrew Hydromorphone from the Medication Dispensing System (Pyxis) for patients, but failed to completely and accurately document the administration of the medication in the patients' Medication Administration Records (MARs), Nurses Notes, or both, as follows:

Date/Time	Patient Medical Record No.	Medication Dispensing System (Pyxis)	Physician's Order	Medication Administration Record and Nurses Notes	Waste
01/08/06 @ 1401	999183	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
01/26/06 @ 1336	845175	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @ 0819	882579	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @1026	483468	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @1625	948248	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None

02/03/06 @1233	1002379	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/04/06 @1224	515947	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/04/06 @ 1441	515947	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @0713	798950	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @0929	798950	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @1347	1002509	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/08/06 @0758	1002766	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/08/06 @1617	337559	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None

Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.

8. On or about January 8, 2006, through February 8, 2006, while employed with Arlington Memorial Hospital, Arlington, Texas, Respondent withdrew Hydromorphone from the Medication Dispensing System (Pyxis) for patients, but failed to follow the policy and procedure for the wastage of the medication, as follows:

Date/ Time	Patient Medical Record No.	Medication Dispensing System (Pyxis)	Physician's Order	Medication Administration Record and Nurses Notes	Waste
01/08/06 @0822	761192	(1) Hydromorphone 2mg/ml inj.	Dilaudid 1mg IVP	1102	None
01/08/06 @ 1401	999183	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
01/26/06 @ 1336	845175	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @ 0819	882579	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @1026	483468	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
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02/03/06 @1233	1002379	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None

02/04/06 @1224	515947	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/04/06 @ 1441	515947	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @0713	798950	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @0929	798950	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @1347	1002509	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/08/06 @0758	1002766	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/08/06 @1617	337559	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None

Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).

9. On or about January 2, 2006, through January 15, 2006, while employed with Arlington Memorial Hospital, Arlington, Texas, Respondent withdrew Hydromorphone and Hydrocodone from the Medication Dispensing System (Pyxis) for patients who had already been discharged from the facility, as follows:

Date/Time	Patient Medical Record No.	Medication Dispensing System (Pyxis)	Additional Information
01/02/06 @ 0648	947401	(1) Hydromorphone 2mg/ml inj.	Patient discharged home on 01/01/06
01/07/06 @ 0838	492850	(1) Hydromorphone 2mg/ml inj.	Patient discharged home on 01/07/06 @ 0138
01/07/06 @ 1404	265739	(1) Hydrocodone /APAP 7.5/500	Patient discharged home on 01/06/07 @ 1950
01/12/06 @ 0653	1000429	(1) Hydromorphone 2mg/ml inj.	Patient Discharged home on 01/11/06 @ 1350
01/12/06 @ 1049	1000429	(1) Hydromorphone 2mg/ml inj.	Patient Discharged home on 01/11/06 @ 1350
01/15/06 @ 0843	936808	(1) Hydromorphone 2mg/ml inj.	Patient discharged home on 01/14/06

Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.

10. On or about January 8, 2006, through February 8, 2006, while employed with Arlington Memorial Hospital, Arlington, Texas, Respondent withdrew Hydromorphone from the Medication Dispensing System (Pyxis) for patients without a valid physician's order, as follows:

Date/Time	Patient Medical Record No.	Medication Dispensing System (Pyxis)	Physician's Order	Medication Administration Record and Nurses Notes	Waste
01/08/06 @ 1401	999183	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
01/26/06 @ 1336	845175	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @ 0819	882579	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @1026	483468	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/01/06 @1625	948248	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/03/06 @1233	1002379	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/04/06 @1224	515947	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/04/06 @ 1441	515947	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @0713	798950	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @0929	798950	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/05/06 @1347	1002509	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/08/06 @0758	1002766	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None
02/08/06 @1617	337559	(1) Hydromorphone 2mg/ml inj.	No Order	No Documentation	None

Respondent's conduct was likely to injure the patients in that the administration of Hydromorphone, without a valid physician's order could result in the patient suffering from adverse reactions.

11. On or about January 8, 2006, through February 8, 2006, while employed with Arlington Memorial Hospital, Arlington, Texas, Respondent misappropriated Hydromorphone and Hydrocodone 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.

12. On or about January 29, 2008 and February 6, 2008, Respondent was seen by Antoinette R. McGarrahan, Ph.D. and Joe Morris, C.P.E., for a forensic psychological evaluation with a chemical dependency component and polygraph test. The results of the polygraph examination indicated Respondent was being truthful when she denied involvement in all of the activities asked about in the relevant test questions, regarding the diversion of narcotics from Arlington Memorial Hospital. There was no deception indicated on the polygraph examination. Dr. McGarrahan concluded that Respondent does meet criteria for a major depressive disorder and possibly a somatoform disorder, however Respondent does not meet diagnostic criteria for a substance dependence/abuse disorder or a personality disorder. Dr. McGarrahan states that there are no current conditions that would be expected to preclude Respondent from being able to be in accordance with Board rules and accepted nursing standards and it is highly likely that Respondent would be able to refrain from unprofessional conduct as defined by Board Rules. Dr. McGarrahan recommends, but states it is not imperative, that Respondent maintains her treatment with antidepressant medications and that she follows up with a psychiatrist to ensure that she is receiving appropriate treatment for her mood disorder.
13. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.

#### 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)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A)(B)(D) and §217.12(1)(A),(4),(6)(G)(H),(10)(B)(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 652765, heretofore issued to SHARON WILLIAMS, 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 a WARNING WITH

STIPULATIONS, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 *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 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 SHARON WILLIAMS, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order for appropriate notation.

(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 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/disciplinary action](http://www.bon.state.tx.us/disciplinary_action).*

(3) 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/disciplinary action](http://www.bon.state.tx.us/disciplinary_action).

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A REGISTERED NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH 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 THE USE OF A REGISTERED NURSE (RN) LICENSE WILL NOT APPLY TO THIS STIPULATION PERIOD:**

(4) 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.

(5) 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.

(6) 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.

(7) 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 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.

(8) RESPONDENT SHALL abstain from the consumption of alcohol, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates, and/or the use of controlled substances, except as prescribed by a licensed practitioner for a legitimate purpose. If prescribed, RESPONDENT SHALL CAUSE the licensed practitioner to submit a written report identifying the medication, dosage and the date the medication was prescribed. The report shall be submitted directly to the office of the Board by the prescribing practitioner, within ten (10) days of the date of the

prescription. In the event that prescriptions for controlled substances are required for periods of two (2) weeks or longer, the Board may require and RESPONDENT SHALL submit to an evaluation by a Board approved physician specializing in Pain Management or Psychiatry. The performing evaluator will submit a written report to the Board's office, including results of the evaluation, clinical indications for the prescriptions, and recommendations for on-going treatment within thirty (30) days from the Board's request.

(9) RESPONDENT SHALL submit to random periodic screens for controlled substances, tramadol hydrochloride (Ultram), and alcohol. For the first three (3) month period, random screens shall be performed twice per month. For the next nine (9) month period, random screens shall be performed at least once per month.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene
tramadol hydrochloride (Ultram)	

A Board representative may appear at the RESPONDENT's place of employment at any time during the stipulation period and require RESPONDENT to produce a specimen for screening.

All screens shall be properly monitored and produced in accordance with the Board's policy on Random Drug Testing. A complete chain of custody shall be maintained for each specimen obtained and analyzed. RESPONDENT SHALL be responsible for the costs of all random drug screening during the stipulation period.

Any positive result for which the nurse does not have a valid prescription will be

regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action by this Board. Failure to report for a drug screen may be considered the same as a positive result and may result in further disciplinary action by this Board.

(10) RESPONDENT SHALL participate in therapy with a "professional counselor" possessing credentials approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT's progress in therapy, rehabilitation and capability to safely practice professional nursing. The report must indicate whether or not the RESPONDENT's stability is sufficient to provide direct patient care safely. Such reports are to be furnished each and every month for three (3) months. If therapy is recommended for beyond three (3) months, the reports shall then be required at the end of each three (3) month period for the duration of the stipulation period, or until RESPONDENT is dismissed from therapy.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

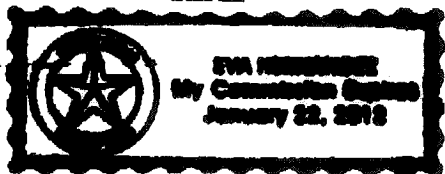
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that 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 9 day of May, 2008.

Sharon Williams  
SHARON WILLIAMS, Respondent

Sworn to and subscribed before me this 9 day of May, 2008.


SEAL



[Signature]  
Notary Public in and for the State of Texas

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 9th day of May, 2008, by SHARON WILLIAMS, Registered Nurse License Number 652765, and said Order is final.

Effective this 10th day of June, 2008.

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

