



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 732650 § AGREED
issued to SUSAN LOUISE SIDES § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Bc considered the matter of SUSAN LOUISE SIDES, Registered Nurse License Number 732650, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(13), Texas Occupations Code. Respondent waived representation by counsel, informal conference, notice and hearing, and agreed to the entry of this Order offered on May 8, 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 an Associate Degree in Nursing from Bismarck State University, Bismarck, North Dakota, in May 2006. Respondent was licensed to practice professional nursing in the State of Texas on August 10, 2006.
5. Respondent's professional nursing employment history includes:

08/23/06 - 11/8/06	Staff Nurse	University Medical Center Lubbock, Texas
01/06 - Present	Staff Nurse	Covenant Health System Lubbock, Texas

6. At the time of the initial incident, Respondent was employed as a Staff Nurse with University Medical Center, Lubbock, Texas, and had been in this position for approximately forty-five (45) days.
7. On or about November 7, 2006, while employed with University Medical Center, Lubbock, Texas, Respondent failed to document a physician's verbal order to discontinue the central line for Patient in Room 408, which resulted in a failure to perform the procedure in a timely manner. Respondent told the preceptor that she was unable to remember which physician gave the order and the patient's name. Respondent's conduct exposed the patient unnecessarily to a risk of harm from a delay of treatment of her disease process and 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.
8. On or about November 7, 2006, while employed with University Medical Center, Lubbock, Texas, Respondent failed to use proper procedure in administering Vancomycin to Patient Medical Record Number 437520, in that Respondent infused the medication directly into the line which resulted in the line becoming infiltrated. Respondent's conduct exposed the patient unnecessarily to a risk of developing adverse reactions to the infusion, including hypotension, dyspnea, urticaria and muscle spasms.
9. On or about November 7, 2006, while employed with University Medical Center, Lubbock, Texas, Respondent failed to monitor the blood glucose for Patient in Room 408 who had a previous blood glucose of eleven (11). Respondent was unable to use the glucometer without prompting from the preceptor. Respondent's conduct exposed the patient unnecessarily to a risk of harm from complications due to undiagnosed and, consequently, untreated disease processes.
10. On or about November 7, 2006, while employed with University Medical Center, Lubbock, Texas, Respondent failed to initiate a patient's physician's order which was written at 0800 for "EKG (electrocardiogram) now." The patient's EKG was not done until 1600. Respondent's conduct exposed the patient unnecessarily to a risk of harm from complications due to undiagnosed and, consequently, untreated disease processes.
11. On or about November 7, 2006, while employed with University Medical Center, Lubbock, Texas, Respondent failed to administer pain medication to the Patient in Room 401 as ordered by the physician and instructed by the preceptor. The patient called an hour later because he had not received the pain medication. Respondent's conduct exposed the patient unnecessarily to a risk of harm from his continuing to suffer pain, without some relief, for a period of time.
12. Respondent states that University Medical Center was her first employment after she graduated from nursing school. The facility is a teaching hospital and she went to work on one of the most difficult floors with very sick patients. Each of her five (5) patients had a primary physician, residents, medical students, physician assistant, respiratory technician and

consults. The rounds were done throughout the day and orders were written with most tours. The nurse was required to take action with each order. The nurse was responsible that all care was given to the patient, that labs were drawn and orders sent to the pharmacy. She stayed late to complete her charting and went home worried about her patients. She was unable to sleep at night because she was hashing over the day. Throughout her orientation she had trouble balancing her direct nursing care with her charting. She tried to write everything down as it happened so that she would not forget even the smallest detail. She has since gone to work at a facility where she is doing well, and a letter from her supervisor was submitted.

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)(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(C)(D)(M)&(3)(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 732650, heretofore issued to SUSAN LOUISE SIDES, 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, Revised Civil Statutes of Texas as amended, Texas Occupations Code §§301.001 *et seq.*, the Rules and Regulations Relating to Professional 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 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 SUSAN LOUISE SIDES 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, 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 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/disciplinary action](http://www.bon.state.tx.us/disciplinary_action)*.

(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/disciplinary action>.

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 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 5th day of June, 2008.

Susan Louise Sides
SUSAN LOUISE SIDES, Respondent

Sworn to and subscribed before me this 5th day of June, 2008.

Lori L. Hargrove

Notary Public in and for the State of 1-14-2010

SEAL



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 5th day of June, 2008, by SUSAN LOUISE SIDES, Registered Nurse License Number 732650, and said Order is final.

Effective this 12th day of June, 2008.



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