



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 Registered Nurse § AGREED
License Number 244677 §
issued to SUSAN DIANE WHITE § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board considered the matter of SUSAN DIANE WHITE, Registered Nurse License Number 244677 hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(9),(10)&(13), Texas Occupations Code. Respondent waived informal conference, notice and hearing, and agreed to the entry of this Order offered on December 21, 2007, by Katherine A. Thomas, MN, RN, Executive Director, subject to ratification by the Board.

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 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 Baccalaureate Degree in Nursing from Texas Christian University-Harris College, Fort Worth, Texas on May 1, 1978. Respondent was licensed to practice professional nursing in the State of Texas on September 1, 1978. Respondent received a Masters Degree in Nursing from the University of Texas-Arlington, Arlington, Texas on December 15, 1985.
5. Respondent's professional nursing employment history includes:

1978 to 1983	Staff RN
	All Saints Hospital
	Fort Worth, Texas

Respondent's professional nursing employment history continued:

1984	Employment Unknown
1985 to 1987	Staff RN Family Service Fort Worth, Texas
1987 to 2002	Staff RN All Saints Healthcare System Fort Worth, Texas
2002 to 2003	Staff RN Harris Southwest Hospital Fort Worth, Texas
1994 to Present	Staff RN Huguley Hospital Fort Worth, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Huguley Hospital, Fort Worth, Texas, and has been in this position for thirteen (13) years.
7. On or about July 12, 2007 through July 18, 2007, while employed with Huguley Memorial Medical Center, Fort Worth, Texas, Respondent withdrew Demerol (Meperidine), Dilaudid (Hydromorphone), and Morphine from the medication dispensing system for patients but failed to completely and/or accurately document the administration of the medication in the patients' Medication Administration Records (MAR) and/or Nurse's Notes as follows:

Date/Time	Patient #	Physician's Order	Pyxis	MAR	Wastage	Nurse's Notes
07/12/07 12:51	2379486	NA	10 mg Morphine Sulfate	NA	NA	NA
07/12/07 18:53	2379535	10 mg Morphine Sulfate/ PRN	10 mg Morphine Sulfate	NA	NA	NA
07/12/07 20:47	2379762	NA	10 mg Morphine Sulfate	NA	NA	NA
07/16/07 09:39	2380425	NA	1amp 100mg Demerol	NA	NA	NA

07/16/07 10:43	2380445	NA	10 mg Morphine Sulfate	NA	NA	NA
07/16/07 21:47	2380697	NA	10 mg Morphine Sulfate/ PRN	NA	NA	NA
07/17/07 NA	2381007	NA	1amp 100mg Demerol	NA	NA	NA
07/18/07 11:13	2381211	NA	2mg Dilaudid IV	NA	NA	NA
07/18/07 14:56	2381211	1amp 25mg Demerol	1amp 100mg Demerol	NA	NA	NA

Respondent's conduct above 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 July 12, 2007 through July 18, 2007, while employed with Huguley Memorial Medical Center, Fort Worth, Texas, Respondent withdrew Demerol (Meperidine), Dilaudid (Hydromorphone), and Morphine from the medication dispensing system for patients and on July 17, 2007 administered Demerol (Meperidine) without a physician's order as follows:

Date/Time	Patient #	Physician's Order	Pyxis	MAR	Wastage	Nurse's Notes
07/12/07 12:51	2379486	NA	10 mg Morphine Sulfate	NA	NA	NA
07/12/07 20:47	2379762	NA	10 mg Morphine Sulfate	NA	NA	NA
07/16/07 09:39	2380425	NA	1amp 100mg Demerol	NA	NA	NA
07/16/07 10:43	2380445	NA	10 mg Morphine Sulfate	NA	NA	NA
07/16/07 21:47	2380697	NA	10 mg Morphine Sulfate/ PRN	NA	NA	NA
07/17/07 NA	2381007	NA	1amp 100mg Demerol	NA	NA	NA
07/18/07 11:13	2381211	NA	2mg Dilaudid IV	NA	NA	NA

Respondent's conduct was likely to injure the patient in that the administration of Demerol

(Meperidine), Dilaudid (Hydromorphone), and Morphine without a physician's order could result in the patient suffering from adverse reactions.

9. On or about July 12, 2007 through July 18, 2007, while employed with Huguley Memorial Medical Center, Fort Worth, Texas, Respondent withdrew Dilaudid (Hydromorphone) from the medication dispensing system in excess frequency and/or dosage of the physician's order.

Date/Time	Patient #	Physician's Order	Pyxis	MAR	Wastage	Nurse's Notes
07/17/07 07:17 pulled by another nurse	2380826	2mg Dilaudid IV	2mg Dilaudid IV	2mg Dilaudid IV 07:23	NA	NA
07/17/07 07:19	2380826	2mg Dilaudid IV	2mg Dilaudid IV @ 07:19	NA	NA	NA

Respondent's conduct was likely to injure the patient in that the administration of Dilaudid (Hydromorphone) in excess frequency and/or dosage of the physician's order could result in the patient suffering from adverse reactions.

10. On or about July 12, 2007 through July 18, 2007, while employed with Huguley Memorial Medical Center, Fort Worth, Texas, Respondent withdrew Demerol (Meperidine), Dilaudid (Hydromorphone), and Morphine from the medication dispensing system, and failed to follow the policy and procedure for wastage of the medications.

Date/Time	Patient #	Physician's Order	Pyxis	MAR	Wastage	Nurse's Notes
07/12/07 12:51	2379486	NA	10 mg Morphine Sulfate	NA	NA	NA
07/12/07 18:53	2379535	10 mg Morphine Sulfate/ PRN	10 mg Morphine Sulfate	NA	NA	NA
07/12/07 20:47	2379762	N/A	10 mg Morphine Sulfate	NA	NA	NA
07/16/07 09:39	2380425	NA	1amp 100mg Demerol	NA	NA	NA
07/16/07 10:43	2380445	NA	10 mg Morphine Sulfate	NA	NA	NA
07/16/07 21:47	2380697	NA	10 mg Morphine Sulfate/ PRN	NA	NA	NA

07/17/07 NA	2381007	NA	1amp 100mg Demerol	NA	NA	NA
07/18/07 11:13	2381211	NA	2mg Dilaudid IV	NA	NA	NA
07/18/07 14:56	2381211	1amp 25mg Demerol	1amp 100mg Demerol	NA	NA	NA

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).

11. On or about July 12, 2007 through July 18, 2007, while employed with Huguley Memorial Medical Center, Fort Worth, Texas, Respondent misappropriated Demerol (Meperidine), Dilaudid (Hydromorphone), and Morphine belonging to the facility thereof, or failed to take precautions to prevent such misappropriation in that Respondent admitted to such misappropriation. Respondent's conduct was likely to defraud the facility of the cost of the medications.
12. On or about October 22, 2007, while employed with Huguley Memorial Medical Center, Fort Worth, Texas, Respondent engaged in the intemperate use of Morphine in that she submitted a specimen for a drug screen which resulted positive for Morphine. Possession of Morphine is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Morphine by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
13. In a letter to the Board dated December 4, 2007, Respondent admits that she failed to waste narcotics "appropriately," and that she withdrew a greater amount of narcotics than was ordered for patient use and misused the remainder of those narcotics. Respondent states that she documented the administration of all patients medications as they occurred. On October 29, 2007, Respondent entered the outpatient program at the Behavioral Health Department at Huguley Memorial Medical Center. Respondent states that she completed the outpatient program and returned to work in the Emergency Department at Huguley Memorial Medical Center.
14. Respondent states October 23, 2007, as her date of sobriety.
15. 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.
16. Charges were filed on January 7, 2008.
17. Charges were mailed to Respondent on January 7, 2008.

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 a violation of Section 301.452(b)(9),(10)&(13), Texas Occupations Code, 22 TEX. ADMIN. CODE §217.11(1)(C)(D), and 22 TEX. ADMIN. CODE §217.12(1)(A)(C),(4),(5),(6)(G),(8),(10)(A)(C)(D)(E)&(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 244677, heretofore issued to SUSAN DIANE WHITE, including revocation of Respondent's professional license to practice nursing in the State of Texas.

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that Registered Nurse License Number 244677, previously issued to SUSAN DIANE WHITE, to practice professional nursing in Texas is hereby SUSPENDED and said suspension is enforced until Respondent completes a treatment program approved by the Board, provides documentation of successful completion, and has obtained twelve (12) consecutive months of sobriety. Any relapse prior to the completion of the twelve (12) consecutive months of sobriety will result in an extension of the enforced suspension until such twelve (12) consecutive months of sobriety and additional treatment have been attained.

IT IS FURTHER ORDERED that Permanent Certificate Number 244677 previously issued to SUSAN DIANE WHITE, upon receipt of this Order, be immediately delivered to the office of the Texas Board of Nursing.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate 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 the 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, upon verification of successful completion of the Board approved treatment and twelve (12) consecutive months of sobriety as set out in this Order, the Suspension will be stayed, and RESPONDENT will be placed on probation for three (3) years with the following agreed terms of probation:

(1) 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.

(2) RESPONDENT SHALL pay all re-registration fees, if applicable, and be issued a license to practice professional nursing in the State of Texas with the appropriate notation.

(3) RESPONDENT SHALL, within one (1) year of 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 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>.*

(4) RESPONDENT SHALL pay a monetary fine in the amount of five hundred dollars (\$500.00). RESPONDENT SHALL pay this fine within forty-five (45) days of the suspension being stayed. 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.

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 PROBATION CONDITIONS FOR THREE (3) YEARS OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY PERIOD WILL BE EXTENDED UNTIL SUCH THIRTY-SIX (36) 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 PROBATIONARY PERIOD:

(5) RESPONDENT SHALL notify all future employers in professional nursing of this Order of the Board and the probation conditions 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.

(6) RESPONDENT SHALL CAUSE each present employer in professional 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 professional nurse.

(7) For the first year of employment as a Registered Nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse. Direct supervision requires another professional nurse to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on regularly assigned, identified and predetermined unit(s). The 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.

(8) For the remainder of the probation period, RESPONDENT SHALL be supervised by a Registered Nurse who is on the premises. The supervising RN 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 RN 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 NOT practice as a professional nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which Respondent is regularly assigned for one (1) year of employment as a professional nurse.

(10) RESPONDENT SHALL NOT practice as a professional nurse in any critical care area for one (1) year of employment as a professional nurse. Critical care areas include, but are not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units. Respondent may work as a professional nurse in an emergency room only if her work is limited to triage and she is supervised by a Registered Nurse who is located in the Emergency Department. This provision does not prohibit Respondent from providing patient care to emergency room patients this is within the job description of non-licensed assistive personnel. This provision further does not prohibit Respondent from performing non-patient care related tasks associated with her position as emergency room manager.

(11) RESPONDENT SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates for one (1) year of employment as a professional nurse.

(12) 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 professional nursing. These reports shall be completed by the Registered Nurse who supervises the RESPONDENT. These reports shall be submitted by the supervising Registered Nurse to the office of the Board at the end of each three (3) months for three (3) years of employment as a professional nurse.

(13) 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.**

(14) 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 at least once per week. For the next three (3) month period, random screens shall be performed at least twice per month. For the next six (6) month period, random screens shall be performed at least once per month. For the remainder of the stipulation period, random screens shall be performed at least once every three (3) months.

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.

(15) RESPONDENT SHALL attend at least two (2) support group meetings each week, one of which shall be for substance abuse; and RESPONDENT SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least; the date of each meeting, the name of each group attended, and the signature and printed name of the chairperson of each group attended by RESPONDENT. RESPONDENT SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) months. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

IT IS FURTHER AGREED and ORDERED that if during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license, the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

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.

RESPONDENT'S CERTIFICATION

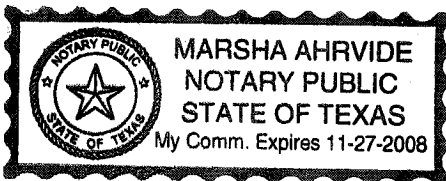
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid 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 13 day of June, 2008.

Susan White
SUSAN DIANE WHITE, Respondent

Sworn to and subscribed before me this 13th day of June, 2008.

SEAL



Marsha Ahrvide
Notary Public in and for the State of TEXAS


Approved as to form and substance.

B. Campbell
BRUCE S. CAMPBELL, Attorney for Respondent

Signed this 13 day of June, 2008.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 13th day of June, 2008, by SUSAN DIANE WHITE, Registered Nurse License Number 244677, and said Order is final.

Effective this 17th day of July, 2008.


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