

BEFORE THE TEXAS BOARD OF NURSING



In the Matter of Vocational Nurse License Number 182780
issued to MICHAEL DANSO ANOM

§ AGREED
§ ORDER

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

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MICHAEL DANSO ANOM, Vocational Nurse License Number 182780 hereinafter referred to as Respondent.

An informal conference was held on July 11, 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 represented by Kenda Dalrymple, Attorney at Law. In attendance were Katherine A. Thomas, MN, RN, Executive Director; Victoria Cox North, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Cynthia A. Smith, Supervising Investigator; and Marcia Wilson, RN, 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 notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice vocational nursing in the State of Texas.
4. Respondent received a Certificate in Vocational nursing from Central Texas College, Killeen, Texas, on August 10, 2001. Respondent was licensed to practice vocational nursing in the State of Texas on November 8, 2001.

5. Respondent's vocational nursing employment history includes:

11/2001 - 11/2003	Staff Nurse	Hill Country Rehabilitation and Nursing Center Copperas Cove, Texas
12/2003 - 06/2005	Staff Nurse	Heritage Oaks Nursing Center Arlington, Texas
07/2005 - 10/2005	Not Employed in Nursing	
11/2005 - Present	Staff Nurse	Hill Country Rehabilitation and Nursing Center Copperas Cove, Texas

6. At the time of the initial incident, Respondent was employed as a Staff Nurse with Hill Country Rehabilitation and Nursing Center, Copperas Cove, Texas, and had been in this position for eleven (11) months.

7. On or about October 8, 2006, while employed with Hill Country Rehabilitation and Nursing Center, Copperas Cove, Texas, Respondent failed to notify the physician and intervene appropriately, as required by the facility's policy and procedure, when the blood sugar levels of Resident MH were less than 60, as follows:

Date	Time	Blood Sugar Level	Intervention	Physician Notification
10/8/06	01:10	56	Gave juice with sugar packet.	None.
	02:00	59	None.	None.
	02:05	45	02:30 Gave carton of milk with peanut butter sandwich.	None.

The facility's policy required that the physician be notified when a resident's blood sugar remained less than 60 for thirty (30) minutes after administering one (1) teaspoon of cake frosting or six (6) ounces of orange juice. According to the physician's orders, three (3) tablets of glucose were to be administered every fifteen (15) minutes, as needed, for blood glucose levels less than 60, which would require the resident's blood sugar level to be re-checked every fifteen (15) minutes, and glucose tablets to be administered as needed, until the blood glucose level was no longer less than 60. On November 10, 2006, Resident MH was found to be unresponsive and with a blood sugar level too low for the monitor to record a numerical result. Upon emergent transport to a hospital, it was determined that the resident had suffered anoxic metabolic encephalopathy and the resident expired seven (7) days later.

8. In response to the incidents in Findings of Fact Number Seven (7), Respondent denies that he failed to intervene appropriately, failed to notify the physician, or follow policy and procedure. Respondent states that he felt it was better judgement to give juice because the juice was easier for the resident to take than the glucose tablets, which could be difficult to chew. Respondent was not working on November 10, 2006, and he did not care for the Resident on the date that she was found to be unresponsive and was transported to the hospital.

9. Charges were filed on January 7, 2008.
10. Charges were mailed to Respondent on January 17, 2008.
11. Respondent filed his Answer to the Formal Charges on February 6, 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 violations of Section 301.452(b)(10)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §§ 217.11(1)(A),(1)(B),(1)(C), (1)(D),(1)(M)&(1)(P).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Vocational Nurse License Number 182780, heretofore issued to MICHAEL DANSO ANOM, including revocation of Respondent's license to practice vocational nursing in the State of Texas.
5. Section 301.463(d) of the Act provides that this Agreed Order is a settlement agreement under Rule 408 of the Texas Rules of Evidence for purposes of civil or criminal litigation.

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 vocational 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 MICHAEL DANSO ANOM 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 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/disciplinaryaction/stipscourses.html>*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in physical assessment. RESPONDENT SHALL obtain Board approval of the course prior to enrollment. 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. RESPONDENT SHALL perform physical assessments on live patients in a clinical setting for a minimum of twenty-four (24) hours. The clinical component SHALL focus on tasks of physical assessment only and shall be provided by the same Registered Nurse who provides the didactic portion of this course. To be approved, the course shall cover all systems of the body. Performing assessments on mock patients or mannequins WILL NOT be accepted. 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/disciplinaryaction/stipscourses.html>*

(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/disciplinaryaction/stipscourse.html>

(5) 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.bon.state.tx.us/disciplinaryaction/stipscourse.html>

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 vocational nursing in the State of Texas.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

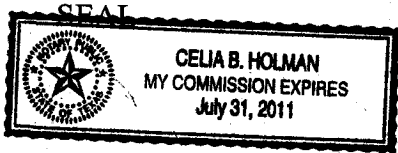
RESPONDENT'S CERTIFICATION

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 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 vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 4 day of SEPTEMBER 2008

Michael Danso Anom
MICHAEL DANSO ANOM, Respondent

Sworn to and subscribed before me this 4th day of September, 2008.



Celia B. Holman
Notary Public in and for the State of Texas

Approved as to form and substance.

Kenda Dalrymple by KAM w/permission
Kenda Dalrymple, Attorney for Respondent

Signed this _____ day of _____, 20____.

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 4th day of September, 2008, by MICHAEL DANSO ANOM, Vocational Nurse License Number 182780, and said Order is final.



Effective this 22nd day of October, 2008.

A handwritten signature in cursive script, appearing to read 'Katherine A. Thomas'.

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