



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 § AGREED
Registered Nurse License Number 624793 §
issued to SARAH J. DIEDRICH § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SARAH J. DIEDRICH, Registered Nurse License Number 624793, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on February 1, 2018.

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(s).
2. Respondent waived notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Austin Community College, Austin, Texas, on December 1, 1995. Respondent was licensed to practice professional nursing in the State of Texas on January 23, 1996.
5. Respondent's nursing employment history includes:

1/1996 - 4/2015	Intensive Care Unit Registered Nurse	Seton Healthcare Family Austin, Texas
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Respondent's employment history continued:

5/2015 - 4/2016	Vascular Access Registered Nurse	Seton Healthcare Family Austin, Texas
5/2016-Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Vascular Access Registered Nurse with Seton Healthcare Family, Austin, Texas, and had been in that position for eight (8) months.
7. On or about January 5, 2016, January 12, 2016, and January 26, 2016, while employed as a Vascular Access Registered Nurse with Seton Healthcare Family, Austin, Texas, and providing services to Seton Edgar B. Davis Hospital (SEBD), Luling, Texas, Respondent failed to document there was a negative deflection after a Peripherally Inserted Central Catheter (PICC) insertion for Patient Numbers 1198289, 176672, and 899039, as required by policy. Respondent's conduct created incomplete medical records that subsequent care givers would rely on to provide further care.
8. On or about January 7, 2016, January 15, 2016, and January 25, 2016, while employed as a Vascular Access Registered Nurse with Seton Healthcare Family, Austin, Texas, and providing services to Seton Medical Center Williamson (SMCW), Round Rock, Texas, Respondent inaccurately documented that the electrocardiograph (ECG) showed the PICC tip was placed in the superior vena cava of Patient Numbers 7729371, 5591655, and 7729716. Chest x-rays showed the catheter tips were inappropriately placed. Respondent's conduct created inaccurate medical records and was likely to injure the patient from complications of a misplaced PICC, including possible cardiac arrhythmia.
9. On or about January 17, 2016, while employed as a Vascular Access Registered Nurse with Seton Healthcare Family, Austin, Texas, and providing services to SMCW, Round Rock, Texas, Respondent failed to document the PICC tip placement verification method as required by policy for Patient Number 7281607. Respondent's conduct created an incomplete medical record that subsequent care givers would rely on to provide further care.
10. On or about January 28, 2016, while employed as a Vascular Access Registered Nurse with Seton Healthcare Family, Austin, Texas, and providing services to SMCA, Austin, Texas, Respondent inaccurately documented in the medical record of Patient Number 818552 that the PICC tip location was confirmed and ready to use, when she had not confirmed the tip location. Respondent's conduct was likely to deceive other care givers who needed complete information on which to base their care.
11. On or about January 29, 2016, while employed as a Vascular Access Registered Nurse with Seton Healthcare Family, Austin, Texas, and providing services to SMCW, Round Rock,

Texas, Respondent inaccurately documented that the PICC tip location was in the superior vena cava, verified by ECG, and that she was unable to achieve a negative deflection for Patient Number 7695435. The PICC tip location cannot be verified in the absence of a negative deflection or a chest x-ray. Respondent's conduct created an inaccurate medical record and was likely to deceive other care givers who needed complete information on which to base their care.

12. Evidence received by Staff demonstrates that following the incidents outlined above, Respondent was able to participate in a performance improvement plan, which produced positive improvements in her practice. Prior to the above incidents, Respondent had practiced successfully in ICU nursing without complaints. Further, Respondent has no prior disciplinary history with the Board.
13. Formal Charges were filed on October 7, 2016.
14. Formal Charges were mailed to Respondent on October 17, 2016.
15. In response to Findings of Fact Nos. 7, 8, 9 and 11, Respondent states that for medical records 176672, 899039, 7729371, 7281607 and 7695435, maximum P wave is documented in the records. With regard to Finding of Fact 7, Medical record 119829 ultrasound was utilized to confirm placement with another nurse present; Medical Record 5991655 a chest x-ray confirmed placement as P-wave was not present. In response to Finding of Fact 8, no medical record 7729716 was provided to review. In response to Finding of Fact 10, a physician was present at the bedside during placement in this urgent insertion and directed that the PICC be utilized. In response to Finding of Fact 7, medical record 899039 and Finding of Fact 11 medical record 7695435, incidental chest x-rays were done on both patients the day after PICC insertion which confirmed placement. Respondent states that she was a loyal and exemplary employee for 20 years in the ICU setting and served as a subject matter expert. Transition to a different type of nursing practice is a process that involves adaptation to documentation standards; the substance of patient care should take precedence over format of documentation.

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 violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4)&(6)(A).

4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 624793, heretofore issued to SARAH J. DIEDRICH.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

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** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to 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.

III. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully

complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

IV. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A Board-approved course in Texas nursing jurisprudence and ethics** that shall be a minimum of six (6) 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. Home study courses and video programs will not be approved.
- B. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: 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. Home study courses and video programs will not be approved.
- C. **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/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention

of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

V. MONETARY FINE

RESPONDENT SHALL **pay a monetary fine in the amount of two hundred fifty dollars (\$250.00) 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.

VI. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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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 violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 05 day of February, 2018.

Sarah J. Diehrich
SARAH J. DIEHRICH, Respondent

Sworn to and subscribed before me this ____ day of _____, 20__.

SEAL

Notary Public in and for the State of _____

Approved as to form and substance.

Elizabeth L. Higginbotham, Attorney for Respondent

Signed this ____ day of _____, 20__.

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 violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this ____ day of _____, 20____.

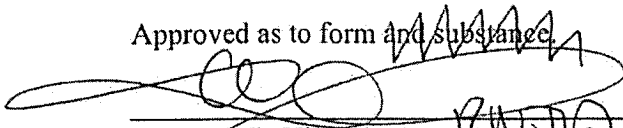
SARAH J. DIEDRICH, Respondent

Sworn to and subscribed before me this ____ day of _____, 20____.

SEAL

Notary Public in and for the State of _____

Approved as to form and substance.



Elizabeth L. Higginbotham, Attorney for Respondent

Signed this 2nd day of February, 2019.

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 February, 2018, by SARAH J. DIEDRICH, Registered Nurse License Number 624793, and said Order is final.

Effective this 5th day of February, 2018.



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