

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 646733 §
issued to RODNEY W. GEORGE § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of RODNEY W. GEORGE, Registered Nurse License Number 646733, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order offered on November 29, 2011, 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 proceedings, 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 Ball State University, Muncie, Indiana, on May 1, 1984. Respondent was licensed to practice professional nursing in the State of Indiana on September 7, 1984, and was licensed to practice professional nursing in the State of Texas on November 26, 1997.
5. Respondent has never received been disciplined by the Texas Board of Nursing.
6. Respondent's nursing employment history includes:

09/1984 - 08/1995

Staff Nurse

James Whitcomb Riley Hospital for
Children
Indianapolis, Indiana

Respondent's nursing employment history continued:

09/1984 - 09/1997	Staff Relief Nursing	Nursefinders, Inc Indianapolis, Indiana
02/1988 - 01/1990	Staff Nurse	Charter Hospital Terre Haute, Indiana
09/1994 - 10/1989	Staff Nurse	Terre Haute Regional Hospital Terre Haute, Indiana
03/1990 - 12/1993	Staff Nurse	Saint Vincent Mercy Hospital Ellwood, Indiana
11/1997 - 03/2003	Staff Relief Nursing	Nursefinders, Inc Dallas, Texas
04/2003 - 06/2008	Staff Nurse	Trinity Medical Center Carrollton, Texas
06/2008 - Unknown	Staff Relief Nurse	Trinity Medical Center Carrollton, Texas
07/2008/ - 09/2008	Infusion Nurse	Healix Sugar Land, Texas
09/2008 - 02/2009	Staff Nurse	Children's Medical Center Dallas Dallas, Texas
02/2009 - 04/2010	Staff Relief	Trinity Medical Center/Baylor Medical Center at Carrollton Carrollton, Texas
08/2009 - 01/2010	Contract Nurse	KL Vascular Corporation Fort Worth, Texas
04/2010 - 01/2011	Staff Nurse	Texas Health Presbyterian of Flower Mound Flower Mound, Texas
02/2011 - 06/2011	Unknown	
07/2011 - Present	Contract Nurse	Prentice Infusion Consultants, LLC Rhame, Texas

7. At the time of the initial incident in Finding of Fact Number Seven (7), Respondent was employed as a Staff Nurse with Children's Medical Center Dallas, Dallas, Texas, and had been in this position for three (3) months.
8. On or about December 31, 2008, while employed as a Staff Nurse with Children's Medical Center, Dallas, Texas, Respondent administered packed red blood cells (PRBCs) at four (4) times the ordered rate of infusion to Patient Number 1564860. Respondent's conduct could have placed the patient at risk of harm from a blood product infusing too rapidly.
9. On or about January 23, 2009, while employed as a Staff Nurse with Children's Medical Center, Dallas, Texas, Respondent did not clarify an order for Patient Number 1536036 regarding the infusion rate for Pentamidine prior to administration. The physician's order did not specify the infusion. As a result, Respondent infused the medication over sixty (60) minutes, as recommended by facility practice for this medication. Although the shift change report stated that the medication was to be infused over ninety to one hundred twenty (90-120) minutes, Respondent had not read this report prior to administering the medication. The patient subsequently reacted to the medication. Respondent's conduct may have contributed to the patient having a reaction to the medication.
10. On or about February 11, 2009, while employed as a Staff Nurse with Children's Medical Center, Dallas, Texas, Respondent failed to program the infusion pump for Patient Number 1563429 to infuse the correct volume of Cisplatin, a chemotherapy medication, over six (6) hours, as ordered. Consequently, the medication did not infuse at the rate ordered by the physician. Respondent's conduct could have resulted in non-efficacious treatment.
11. On or about February 17, 2009, while employed as a Staff Nurse with Children's Medical Center, Dallas, Texas, Respondent failed to utilize appropriate patient identifiers and erroneously administered Cytarabine, a chemotherapy medication ordered for another patient, to Patient Number 828263, instead of the ordered medication. Respondent's conduct may have placed the patient at risk of harm from side effects of Cytarabine.
12. In response to the incidents in Findings of Fact Numbers Eight (8) through Eleven (11), Respondent states the following:

Regarding Patient Number 1564860, Respondent states that in setting up the infusion pump to administer one unit of PRBCs, he correctly programmed the volume of PRBCs to be infused but mistakenly programmed the infusion rate as the volume to be infused.

Regarding Patient Number 1536036, Respondent explains that the physician's order did not contain an infusion rate for the Pentamidine, so he initiated the infusion at the facility recommended infusion time of sixty (60) minutes, which he states was the customary practice when an order did not specify a time. The infusion was started at a rate that would have delivered the medication over sixty (60) minutes, however, when the patient became symptomatic and told Respondent that he normally receives Pentamidine for over 90 minutes, Respondent stopped the infusion, looked at the written report, observed that a 90 minute administration time was noted and when the patient's symptoms resolved,

Respondent restarted the infusion to infuse at 90 minutes. Respondent asserts that until the patient informed him of his normal administration time, he believed that he was following proper procedure in administering the medication.

Regarding Patient Number 1563429, Respondent states that he failed to program the infusion pump at the ordered infusion rate because he forgot to take into account the volume added by the chemotherapy agent itself.

Regarding Patient Number 828263, Respondent states that it was a very busy afternoon on February 17, 2009, and there were only two nurses on duty. Respondent states that he was trying to finish up patients that were near completion and get them discharged so that new patients could have their infusions started, and when he heard a nurse say that the patient only needed Cytarabine and then could be discharged home, he administered Cytarabine, without checking the name on the syringe with the patient's armband, which was his usual practice. Respondent concludes that the Infusion Room was new and unfamiliar to him, he now realizes that he allowed himself to become overwhelmed, and that he understands that each of the mistakes had the potential to cause harm.

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)(M),(1)(N)&(1)(P) and 217.12(1)(A),(1)(B)&(4).
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 646733, heretofore issued to RODNEY W. GEORGE, including revocation of Respondent's license(s) 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 RESPONDENT SHALL receive the sanction of a WARNING WITH STIPULATIONS, 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, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a nurse licensure compact 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, 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) 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. *Information regarding Board-approved courses may be found at the following Board website address: <http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.*

(2) 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. *Information regarding 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 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 Board-approved courses may be found at the following Board website address:*

<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.

IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A 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 TWO (2) YEARS OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) 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) 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. Exception: RESPONDENT may be viewed as compliant with this stipulation so long as he maintains his current employment with Prentice Infusion Consultants as an employee placing PICC lines, and provided the PICC line placement does not include administration of medication other than normal saline and 1% Lidocaine. Should employment with Prentice Infusion Consultants cease for any reason during the stipulation period, RESPONDENT shall adhere to supervision and employment restrictions as otherwise outlined herein.

(7) For the remainder of the stipulation period, 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. Exception: RESPONDENT may be viewed as compliant with this stipulation so long as he maintains his current employment with Prentice Infusion Consultants as an employee placing PICC lines, and provided the PICC line placement does not include administration of medication other than normal saline and 1% Lidocaine. Should employment with Prentice Infusion Consultants cease for any reason during the stipulation period, RESPONDENT shall adhere to supervision and employment restrictions as otherwise outlined herein

(8) 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 who 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) month period for two (2) years of employment as a nurse.

IT IS FURTHER AGREED, that 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 RESPONDENT shall be eligible for nurse licensure compact privileges, if any.

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RESPONDENT'S CERTIFICATION

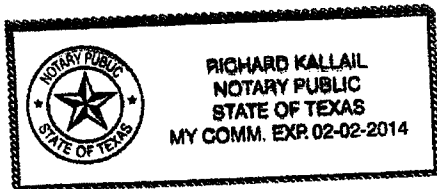
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid 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(s) to practice nursing in the State of Texas, as a my noncompliance.

Signed this 10 day of DECEMBER 2011.

Rodney W. George
RODNEY W. GEORGE, Respondent

Sworn to and subscribed before me this 10 day of December, 2011.

SEAL



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

Approved as to form and substance.

[Signature]
Jeff Henry, Attorney for Respondent

Signed this 15th day of December, 2011.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 10th day of December, 2011, by RODNEY W. GEORGE, Registered Nurse License Number 646733, and said Order is final.

Effective this 19th day of January, 2012.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas", written over a horizontal line.

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