

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Nurse Anesthetist and § AGREED  
Registered Nurse License Number 654395 §  
issued to ROBERT MORRIS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of ROBERT MORRIS, Nurse Anesthetist and Registered Nurse License Number 654395, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(8), Texas Occupations Code. Respondent waived representation by counsel, informal proceedings, notice and hearing, and agreed to the entry of this Order offered on May 22, 2012, by Katherine A. Thomas, MN, RN, FAAN, 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(s).
2. Respondent waived representation by counsel, 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 an Associate Degree in Nursing from Panola College, Carthage, Texas on May 1, 1998 and a Master's Degree in Nursing from Texas Wesleyan University, Fort Worth, Texas on December 7, 2007. Respondent was licensed to practice professional nursing in the State of Texas on August 3, 1998 and received recognition as a Nurse Anesthetist in the State of Texas on June 28, 2011.



*Katherine A. Thomas*  
Executive Director of the Board

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.

5. Respondent's complete professional nursing employment history is unknown.
6. On or about October 3, 2011, while holding a license as a Registered Nurse and recognition as a Nurse Anesthetist, in the State of Texas, Respondent received a Consent Order from the Louisiana State Board of Nursing wherein Respondent's license to practice professional nursing and his certification/license as a CRNA in the State of Louisiana was Suspended with the suspension probated for a minimum of one (1) year with twenty-three (23) agreed terms/stipulations to include random drug screens and direct supervision. A copy of the Consent Order issued by the Louisiana State Board of Nursing dated October 3, 2011 is attached and incorporated by reference as a part of this Order.
7. Respondent is presently in compliance with the Consent Order issued by the Louisiana Board of Nursing on October 3, 2011.
8. 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.

#### 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 of Section 301.452(b)(8), Texas Occupations Code.
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Nurse Anesthetist and Registered Nurse License Number 654395, heretofore issued to ROBERT MORRIS, 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 Nurse Anesthetist and Registered Nurse License Number 654395, previously issued to Robert Morris, to practice professional nursing in Texas is hereby SUSPENDED for a period of one (1) year with the suspension STAYED and Respondent is hereby placed on PROBATION for one (1) year with the following agreed terms of probation:

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 this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, 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 the 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.

(1) 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.

(2) 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) 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/disciplinaryaction/stipscourses.html>.

(3) RESPONDENT SHALL pay a monitoring fee in the amount of five hundred dollars (\$500.00). RESPONDENT SHALL pay this fee 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 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 ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) OR A VOCATIONAL NURSE (LVN) LICENSE, AS APPROPRIATE, WILL NOT APPLY TO THIS STIPULATION PERIOD:**

(4) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the probation conditions on RESPONDENT'S license(s). 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 probation conditions on RESPONDENT'S license(s). 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) Should RESPONDENT choose to work as a CRNA, RESPONDENT'S practice of professional nursing will be monitored for one (1) year by an Anesthesiologist or Certified Registered Nurse Anesthetist who has been approved by the Board. Respondent must provide a list of three (3) Anesthesiologists and/or three (3) Certified Registered Nurse Anesthetists for the Board to select. For the Anesthesiologist and/or Certified Registered Nurse Anesthetist, the list must include the following for each: name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of RESPONDENT'S receipt of the name of the monitor selected by the Board. The monitor will offer guidance, advice and assistance to the RESPONDENT as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. RESPONDENT SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. RESPONDENT SHALL ensure that the monitor submits reports, addressing RESPONDENT'S progress in overcoming these deficiencies to the office of the Board at the end of each three (3) month period for the one (1) year stipulation period. Meetings may be longer and more frequent if the monitor determines necessary.

(7) 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 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 one (1) year(s) of employment as a nurse.

(8) 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 a pain management and/or chemical dependency evaluation by a Board approved evaluator. The performing evaluator must submit a written report meeting the Board's requirements to the Board's office within thirty (30) days from the Board's request.**

(9) 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. All random screens SHALL BE conducted through urinalysis. Screens obtained through urinalysis are the sole method accepted by the Board.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone

Cannabinoids  
Cocaine  
Ethanol  
tramadol hydrochloride (Ultram)

Opiates  
Phencyclidine  
Propoxyphene

A Board representative may appear at the RESPONDENT'S place of employment at any time during the probation 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 probation period.

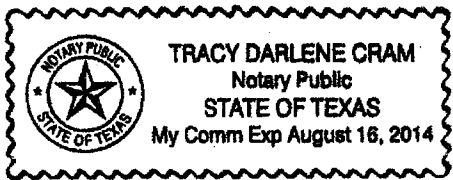
Any positive result for which the nurse does not have a valid prescription or failure to report for a drug screen, which may be considered the same as a positive result, will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action including EMERGENCY SUSPENSION pursuant to Section 301.4551, Texas Occupations Code, or REVOCATION of Respondent's license(s) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

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(s), 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, 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.

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 violation 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 consequence of my noncompliance.



Signed this 2nd day of August, 2012.

[Signature]  
ROBERT MORRIS, Respondent

Sworn to and subscribed before me this 2nd day of August, 2012.

SEAL

Tracy Darlene Cram

Notary Public in and for the State of TX  
Approved as to form and substance.

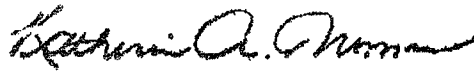
[Signature]  
Dan Lype, Attorney for Respondent

Signed this 6 day of August, 2012



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 2<sup>nd</sup> day of August, 2012, by ROBERT MORRIS, Nurse Anesthetist and Registered Nurse License Number 654395, and said Order is final.

Effective this 11<sup>th</sup> day of September, 2012.



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

# Louisiana State Board of Nursing

17373 Perkins Road

Baton Rouge, LA 70810

Telephone: (225) 755-7500 Fax: (225) 755-7582

<http://www.lsbns.state.la.us>

October 5, 2011

Texas Board of Nursing  
Barbara Darling, Administrative Assistant III  
333 Guadalupe Suite 3-460  
Austin, Texas 78701

STATE OF LOUISIANA

EAST BATON ROUGE PARISH

I, Barbara L. Morvant, Executive Director of the Louisiana State Board of Nursing, do hereby certify that I am Custodian of Records of the Board of Nursing and that the copy of the Final Order pertaining to the matter of **ROBERT DEWITT MORRIS, RN115503, AP05457**, is a true and correct copy of said documents as they appear among the files and records of this office.

WITNESS by my hand and seal of the Board of Nursing this October 5, 2011.

LOUISIANA STATE BOARD OF NURSING

*Barbara L. Morvant, MN, RN*

BARBARA L. MORVANT, MN, RN  
EXECUTIVE DIRECTOR

BOARD SEAL

By

*Joy Peterson*

Joy Peterson, BSN, RN  
Director of Hearings

Enclosures

BLM/JP/hf

LOUISIANA STATE BOARD OF NURSING  
BATON ROUGE, LOUISIANA

IN THE MATTER OF:  
ROBERT DEWITT MORRIS  
POST OFFICE BOX 342  
PANOLA, TX 75685  
Respondent

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RN #115503  
CONSENT ORDER

TERMS AGREED TO BY LICENSEE

I, **ROBERT DEWITT MORRIS**, (Respondent), voluntarily agree to sign and have witnessed terms of agreement for the purpose of avoiding formal administrative proceedings with the Louisiana State Board of Nursing.

I, **ROBERT DEWITT MORRIS**, do say that I freely, knowingly and voluntarily enter into this agreement. I understand that I have a right to a hearing in this matter and I freely waive such right. I understand that I have a right to legal counsel prior to entering into this agreement.

I acknowledge that the Louisiana State Board of Nursing makes the following FINDINGS OF FACT:

1. On or about July 24, 2006, Respondent was licensed by endorsement to practice as a Registered Nurse in Louisiana.
2. On or about April 9, 2008, Respondent was licensed by examination to practice as an Advanced Practice Registered Nurse (APRN) – Certified Registered Nurse Anesthetist (CRNA).

**FILE HISTORY**

3. On or about September 6, 1989, Respondent was arrested by the Benton, Louisiana, Sheriff's Office for Simple Battery on a Police Officer; Obstruction of Public Passage; and Resisting an Officer. On October 9, 1989, in 26<sup>th</sup> Judicial District Court, Respondent entered a plea of guilty to Resisting an Officer and was sentenced to serve unsupervised probation for six months; on July 10, 1990, the matter was set aside and the prosecution was dismissed. On December 6, 1990, Respondent entered a plea of guilty to Simple Battery. Respondent, in a statement dated June 1, 2006, admitted to having pushed the police officer.
4. On or about September 8, 1991, the Shreveport Sheriff's Office arrested Respondent for Simple Criminal Damage to Property; Theft; and Disturbing the Peace – Intoxicated. On September 11, 1991, a Bill of Information was filed for Disturbing the Peace; on January 4, 1993, the District Attorney filed for dismissal of the matter. Respondent, in a statement dated June 1, 2006, stated that he had run his vehicle into a ditch.
5. On or about December 20, 1990, in the County Court of Gregg County, Texas, the court issued a deferred adjudication and probation for 90 days for Evading Detention; on March 12, 1997, the court ended the probation. Respondent, in a statement dated June 1, 2006, stated that he had been arrested on two occasions in Texas: in 1990 for Disorderly Conduct and in 1993 for Leaving Scene.

**CURRENT MATTER**

6. From April through May 20, 2011, when Respondent was terminated for cause from his position as a CRNA at Willis-Knighton Health System, Shreveport, Louisiana, Respondent demonstrated abnormal, changed mood and behavior indicative of seeking an/or ingesting narcotic medications, as follows:

SEP 23 2011

Received By: CB

  
Initials

LOUISIANA STATE BOARD OF NURSING  
BATON ROUGE, LOUISIANA

IN THE MATTER OF:  
ROBERT DEWITT MORRIS  
POST OFFICE BOX 342  
PANOLA, TX 75685

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RN #115503  
CONSENT ORDER

Respondent

TERMS AGREED TO BY LICENSEE (CONT'D)

- a. On or about April 2011 Respondent exhibited drastic mood changes from very aggressive (for example, kicking doors open and rushing patients to the Recovery Room) to very happy; started having problems intubating patients, on two occasions causing patient throat pain and bleeding; and demonstrated a pattern of asking the circulating RN to pull narcotics (Dilaudid, Fentanyl and Morphine Sulfate) at the end of OR cases when such medications should not be needed then would ask for a witness to the waste of the medications.
  - b. On or about during the six weeks before Respondent was terminated, Respondent exhibited escalating anger at work, on one occasion kicking a trash can in response to a change in Respondent's room assignment;
  - c. On or about May 18, 2011, Respondent became infuriated and started yelling when asked to staff an emergency C-section case; Respondent's behavior frightened his coworkers.
  - d. On May 20, 2011, Respondent's behavior indicated narcotic diversion when Respondent requested the circulating RN to pull Dilaudid in the middle of an OR case, took the Dilaudid and drew it up in a syringe, placed the syringe in Respondent's pocket; left for a bathroom break; and returned with a very mellow, changed mood.
  - e. On May 20, 2011, after being requested to submit to a for-cause urine drug test, Respondent first stopped in the OR suite to the anesthesia machine and cart and stuffed his bag several times with items from the machine/cart; submitted a specimen which lacked a valid temperature reading, "Refusal-cold specimen given, donor refused observation"; refused to submit a second, proper specimen and refused to allow his bag, coat and scrub pockets to be searched by his employer. The collection time of the drug screen was 10:07 A.M.
7. On May 20, 2011, Respondent was involuntarily terminated from his position at Willis-Knighton.
8. On July 11, 2011, Respondent submitted to board staff a drug test report dated May 20, 2011. Respondent stated that this report is from an additional drug test that Respondent independently had obtained on the evening of May 20, 2011, with a negative result.

To facilitate submission of this Consent Agreement, I do not offer any defense to the FINDINGS OF FACTS. I agree that the Board has jurisdiction of this matter pursuant to L.R.S. 37:911, et seq. I do not admit to all of the above facts; however, in an effort to facilitate resolution of this matter I agree that there is sufficient evidence upon which to predicate a finding of violation of the provisions of L.R.S. 37:921. I agree that the Board may treat the allegations of fact and law as true, which finding shall have the same force and effect as if evidence and argument were presented in support of the allegations and, based thereon, the Board found the allegations to be true. I specifically waive my right to contest these findings in any subsequent proceedings before the Board. I understand that this Consent Order shall constitute a public record and is disciplinary action by the Board. I understand that this will be reported to Healthcare Integrity and Protection Data Bank (HIPDB) as 99, Other: Refusal of drug test for cause.

SEP 23 2011

LOUISIANA STATE BOARD OF NURSING  
BATON ROUGE, LOUISIANA

IN THE MATTER OF:  
ROBERT DEWITT MORRIS  
POST OFFICE BOX 342  
PANOLA, TX 75685

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RN #115503  
CONSENT ORDER

Respondent

TERMS AGREED TO BY LICENSEE (CONT'D)

HIPDB Narrative: RN-CRNA's licenses were suspended with stay and probated for a minimum of 1 years with stipulations including comprehensive outpatient evaluations after RN-CRNA refused a for-cause drug test after exhibiting abnormal and drug-seeking behavior.

I further acknowledge and attest that I have fully cooperated with the Louisiana State Board of Nursing in resolving this matter and intend to comply with all stipulations of this Order.

In order to avoid further administrative proceedings, I hereby consent to accept and abide by the following ORDER of the Board:

The RN and CRNA licenses of this Respondent are suspended with stay and probated for a minimum of one (1) year with completion of the following stipulations:


1. Within three (3) days upon receipt of this Order, send RN license to the Board office so that the license can be marked "probated".
1. Within 60 days submit to comprehensive **outpatient** psychiatric, psychological, and substance abuse evaluation, at Respondent's expense, at a Board-recognized evaluation and treatment center; Shall authorize and cause a written report of the said evaluation to be submitted to the Board; Shall include the entire evaluation report including diagnosis, course of treatment, prescribed or recommended treatment, prognosis, and professional opinion as to Respondent's capability of practicing nursing with reasonable skill and safety to patients.
2. Shall submit all pages of this agreement to each evaluator prior to the start of the evaluations in order for the evaluation to be deemed valid.
3. Immediately submit to all recommendations thereafter of the therapist, physician, or treatment team, and cause to have submitted evidence of continued compliance with all recommendations by the respective professionals. This stipulation shall continue until Respondent is fully discharged by the respective professionals and until approved by the Board staff.
4. If the evaluations give any treatment recommendations or findings to warrant concern for patient safety, shall meet with Board or Board staff. Must demonstrate to the satisfaction of the Board that Respondent poses no danger to the practice of nursing or to the public and that Respondent can safely and competently perform the duties of a Registered Nurse and a CRNA. If the Board approves continued licensure, the probation period, conditions or stipulations, may be revised to ensure that patients and the public are protected.
5. If found to be chemically dependent, immediately sign an agreement with the Recovering Nurse Program (RNP) and cause to have submitted evidence of compliance with all program requirements for a minimum of 3 years. License(s) suspension with stay and probation shall be extended to run concurrently, on the same dates, with RNP participation.
6. Shall remain free of alcohol and all un-prescribed mood altering substances. Any mood altering, addictive, or dependency-inducing substance must be currently prescribed for a bona fide medical condition by a physician (or other qualified treating prescriber(s)) knowledgeable about the individual's history and the information underlying the Board's concerns. All prescribed drugs must be verified in writing to the Board on a specified form by the prescribing physicians/qualified prescriber(s) within five (5) days from the effective date of this agreement/order and within five (5) days from the date(s) of any new prescriptions. The Board

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Hand Delivered to  
Louisiana State Board of Nursing

  
Initials

SEP 23 2011

Received By: 

LOUISIANA STATE BOARD OF NURSING  
BATON ROUGE, LOUISIANA

IN THE MATTER OF:

ROBERT DEWITT MORRIS  
POST OFFICE BOX 342  
PANOLA, TX 75685

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RN #115503  
CONSENT ORDER

Respondent

TERMS AGREED TO BY LICENSEE (CONT'D)

- reserves the right to have a LSBN recognized addictionist review and approve the prescriptions for continued nursing practice.
7. Shall maintain complete and total abstinence from any and all potentially addictive chemicals whether over-the-counter, scheduled or unscheduled (including but not limited to alcohol, alcohol containing products, marijuana, tranquilizers, sedatives, stimulants, narcotics, opioids including ultram (tramadol), nubain, soporifics, androgenic steroids, or any other addictive drug) except as prescribed for a bona fide medical condition by a healthcare provider who is knowledgeable in, and aware of Respondent's history with the Board.
  8. Shall voluntarily submit to random and observed drug screens, for a minimum of 24 times a year, inclusive of bodily fluids, breath analysis, hair analysis, or any other procedure as may be directed by the Board and/or employer. If selected for a screen, failure to provide sufficient specimen (bodily fluids, hair, nails etc.) for analysis or failure to test may be considered a positive screen. Random drug screens will be a minimum of 24 times a year. It is the Respondent's responsibility to assure that lab personnel observe all urine specimen collections. If urine specimen collection is not observed the results are invalid. The Respondent agrees to call the toll free number or check the testing notification via computer daily. Compliance with checking daily is monitored and failure to check may result in additional screens. It is the Respondent's responsibility to maintain a current account with testing administrator. If Respondent misses a test due to a suspended account or fails to test on the day of notification it will be considered a positive screen and appropriate action will be taken including but not limited to, further evaluation, additional testing, and suspension of license. The results of any such testing will be reported directly to the Board. Any and all such testing shall be performed at Respondent's expense. Additional screenings may be requested by Board staff. Written reports of same shall be submitted to the Board.
  9. Shall avoid exposure to anything that will cause a urine drug test to be positive. In that regard, Respondent shall avoid such items as "hemp oil" "coca tea" and poppy seeds (which can be found in curry sauces, breads, salad dressings, and in or on other foods). Respondent agrees to not use ethyl alcohol in any form (including N.A. or alcohol- "free" wine or beer, over-the-counter drugs containing alcohol (cough syrup, Nyquil or other similar OTC drugs or supplements), mouthwash or other hygiene products containing ethanol, foods containing ethanol (desserts, vanilla extract, etc.), communion wine, or any other form of ethyl alcohol). Intentional use of any of these products or medications without a physicians order is a violation of this order.
  10. Prior to beginning or returning to work, inform all nursing employers of these disciplinary measures and of the probationary status of license. Respondent is responsible to submit a copy of all pages of this agreement to each employer and nursing supervisor.
  11. Within 5 days, shall cause all employers to submit to the Board, signed Employer's Agreement from each employer.
  12. Have all immediate nursing supervisors submit a performance evaluation report quarterly, commencing from the first date of employment. Quarterly reports are due on or before the first day of January, April, July and October.
  13. Work in a restrictive environment as a member of a treatment team rather than alone or with a few employees. Additionally, not be employed in any unsupervised setting. Must be directly supervised

SEP 23 2011

Received By: *CB*

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Initials

LOUISIANA STATE BOARD OF NURSING  
BATON ROUGE, LOUISIANA

IN THE MATTER OF:  
ROBERT DEWITT MORRIS  
POST OFFICE BOX 342  
PANOLA, TX 75685

RN #115503  
CONSENT ORDER


Respondent

TERMS AGREED TO BY LICENSEE (CONT'D)

- by an on-site Registered Nurse, supervising CRNA, or supervising MD. Not be employed in agency/pool/staffing, home health services, hospice, or nursing homes.
14. Immediately inform the Board in writing of all places of employment. If employment changes, the Board shall be immediately (within 72 hours) notified in writing.
  15. If unemployed, inform the Board in writing on a quarterly basis.
  16. Shall engage in the practice of professional nursing in Louisiana for a minimum of twenty four (24) hours per week for a minimum 06 consecutive months.
  17. Respondent agrees to execute a written authorization, along with execution of this Consent Order/agreement, allowing the Louisiana State Board of Nursing, and any authorized designees thereof, to access prescription monitoring information submitted to, or maintained by, the Louisiana Board of Pharmacy through its Prescription Monitoring Program (PMP) for the purpose of monitoring compliance with this agreement/Order and to determine fitness and ability to practice nursing with reasonable skill and safety. Respondent shall cause to be submitted a completed authorization release form to the Louisiana Board of Pharmacy and shall cause information and reports to be sent to the Louisiana State Board of Nursing, such written authorization to be effective for the duration of this Consent Order/agreement. Respondent may also be required during this time period duration to provide to the board/board staff copies of prescription monitoring information maintained by the Board of Pharmacy.
  18. Immediately (within 72 hours) inform the Board in writing of any change in address.
  19. Within 12 months submit payment of \$200.00 to the Board as cost of Consent Order.
  20. Within 12 months submit payment of \$ 750.00 to the Board as fine.
  21. By the first of each month, submit a monthly probation fee of twenty-five dollars (\$25.00) to the Board, beginning October 1, 2011.
  22. Not have any misconduct, criminal violations or convictions, or violations of any health care regulations reported to the Board related to this or any other incidents.
  23. Failure to comply with the above orders, receipt of an unfavorable report, or non-receipt of reports on or before the date due shall result in the immediate suspension of Respondent's license. This suspension can be imposed by action of the Executive Director subject to the discretionary review of the Board.

I, ROBERT DEWITT MORRIS, understand that this agreement is effective immediately upon signature of the Executive Director. It is also understood that this agreement does not preclude the Board of Nursing from requiring a formal hearing of my case. I further understand that should the Consent Agreement not be accepted by the Board, I agree that presentation to and consideration of the Consent Agreement, the documentary evidence and information by the Board shall not unfairly or illegally prejudice the Board or any of its members from participation in hearings or other proceedings pertaining to these or other matters regarding this Respondent.

Dated this 19 day of Sept, 2011.

  
ROBERT DEWITT MORRIS

Page 5 of 5

Hand Delivered to  
Louisiana State Board of Nursing

  
Initials

SEP 23 2011

Received by: CB

LOUISIANA STATE BOARD OF NURSING  
BATON ROUGE, LOUISIANA

IN THE MATTER OF:  
ROBERT DEWITT MORRIS  
POST OFFICE BOX 342  
PANOLA, TX 75685

\*  
\*  
\*

RN #115503  
CONSENT ORDER

Respondent

TERMS AGREED TO BY LICENSEE (CONT'D)

Rebecca Morris  
Witness

Martha Miller Morris  
Witness

LOUISIANA STATE BOARD OF NURSING

Barbara L. Morvant 10/05/2011  
Barbara L. Morvant, MN, RN Date  
Executive Director

SEP 23 2011