



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 583209 §
issued to GLORIA STELLA KUHN § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of GLORIA STELLA KUHN, Registered Nurse License Number 583209, 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) and 301.453, Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on September 5, 2012, 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 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 Houston Baptist University, Houston, Texas, on May 14, 1992. Respondent was licensed to practice professional nursing in the State of Texas on August 31, 1992.
5. Respondent's nursing employment history includes:

1992 - 1993 Staff RN Methodist Hospital
Cardiac/Renal Acute Care Houston, Texas

Respondent's nursing employment history continued:

1994 - 1995	Staff RN Leukemia Unit	MD Anderson Hospital Houston, Texas
1995 - 1996	Staff RN	Girling Home Health services Houston, Texas
1996 - 1998	Case Manager	St. Jude Home Health Houston, Texas
1998 - 2000	Staff RN Intensive/Cardiac Care Unit	Vencor Hospital Houston, Texas
2000 - 2001	Director of Nursing	AM Home Health Services Houston, Texas
2001 - 2003	Staff RN Oncology	Texas Children's Hospital Houston, Texas
2004 - 1/05	Staff RN	Assured Home Health Houston, Texas
2/05 - Present	Director of Nursing	Comfort Care Home Health Services Houston, Texas
5/10 - Present	Director Clinical Services	Prestigious Health Care Services Houston, Texas

6. On March 9, 1999, Respondent's license to practice professional nursing in the State of Texas was issued a Warning With Stipulations through an Agreed Order of the Board. A copy of the Findings of Fact, Conclusions of Law, Respondent's Statement of Agreement, and Order dated March 9, 1999, is attached and incorporated by reference as part of this Order.
7. At the time of the initial incident, Respondent was employed as a Director of Clinical Services with Prestigious Health Care Services, Houston, Texas, and had been in this position for ten (10) months.
8. On or about March 4, 2011 through March 9, 2011, while employed as the Director of Clinical Services, with Prestigious Health Care Services, Houston, Texas, Respondent allowed an unlicensed male companion to accompany her and her staff on Skilled Nursing Visits to see multiple patients. This individual was not an employee of the agency but accompanied Respondent and her staff on some visits "for safety reasons" as some patients had mental health issues. However, there is no documentation that the patients seen during this time frame had any mental health issues. Respondent's conduct exposed the patients

unnecessarily to the risk of harm from disclosure of their confidential information and from improper interventions by an individual whose training may have been inadequate to provide proper care.

9. In response to the incidents in Finding of Fact Number Eight (8), Respondent states that the complaints were sent by two (2) disgruntled employees who had been terminated because of misconduct. Respondent admits that this individual did accompany her to patients' homes "mainly for safety" but asserts that it was with the patients' permission. Respondent also asserts that the individual did not perform any assessments on any of the patients.

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)(E)&(3)(B) and 217.12(1)(A),(1)(D)&(4).
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 583209, heretofore issued to GLORIA STELLA KUHN, 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 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 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, 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. *Board-approved courses may be found at the following Board website address:*

<http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>

(2) 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. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/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 ONE (1) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE STIPULATION 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:

(3) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations. 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(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.

(4) 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.

(5) RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.

(6) 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 individual who supervises the RESPONDENT. These reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month period for one (1) year 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

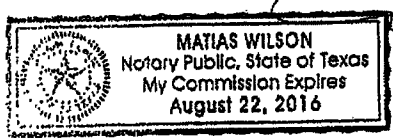
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to 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 18 day of October, 2012.

Gloria Kuhn
GLORIA STELLA KUHN, RESPONDENT

Sworn to and subscribed before me this 18th day of OCTOBER, 2012.

SEAL



Notary Public in and for the State of TEXAS

Approved as to form and substance.
Amanda Ellis
Amanda Ellis, Attorney for Respondent

Signed this 24th day of October, 2012.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 18th day of October, 2012, by GLORIA STELLA KUHN, Registered Nurse License Number 583209, and said Order is final.

Effective this 13th day of November, 2012.



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

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of Permanent Certificate §
Number 583209 issued to § AGREED ORDER
GLORIA STELLA KUHN §

An investigation by the Board produced evidence indicating that GLORIA STELLA KUHN, hereinafter referred to as Respondent, license number 583209, may have violated Article 4525(b)(9), Revised Civil Statutes of Texas, as amended.

An informal conference was held on October 20, 1998, at the office of the Board of Nurse Examiners, in accordance with Article 4524C, Revised Civil Statutes of Texas, as amended.

Respondent appeared in person. Respondent was represented by Ted B. Kuhn, Attorney at Law. In attendance were Katherine A. Thomas, MN, RN, Executive Director; J. Kent Black, General Counsel; Anthony L. Diggs, MSCJ, Director of Investigations; and Karen Burk, BSN, RN, C, 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 consented to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in Texas.
4. Respondent received an Associate's Degree in Nursing from Houston Baptist University, Houston, Texas, in 1992. Respondent was licensed to practice professional nursing in the State of Texas in 1992.

5. Respondent's professional employment history includes:

August 1992-August 1993	Nurse Intern Methodist Hospital Houston, Texas
February 1994-February 1995	Staff Nurse M.D. Anderson Hospital Houston, Texas
March 1995-February 1996	Per Visit RN Girling Health Care Houston, Texas
February 1996-October 1996	Case Manager/Team Leader St. Jude Health Care Houston, Texas
October 1996-May 1997	Case Manager/Community Educator M.H.I. Home Health Houston, Texas
May 1997-October 1997	Contract Field Nurse AMM Group Health Service Houston, Texas
September 1997-December 1997	Contract Field Nurse Tri-Ace Home Health Houston, Texas
May 1997-September 1997	Director of Patient Education Pyramid Health Services Houston, Texas
September 1996-June 1998	Contract Patient Community and Staff Educator D.R.C. Home Health Services Houston, Texas
April 1998-Present	PRN Contract Nurse Medical Ventures Home Health Houston, Texas
August 1998-Present	Full Time Staff RN Vencor Hospital Houston, Texas

6. At the time of the incidents, Respondent was employed as a Contact Field Nurse with Tri-Ace Care Home Health Services, Inc., Houston, Texas, and had been in this position for one (1) month.
7. Between October 24, 1997 and November 5, 1997, while employed with Tri-Ace Care Home Health Services, Inc., Houston, Texas, Respondent misdated six (6) nurse's notes for patient #TAC00015. Patient #TAC00015 was actually out of the State of Texas during this time period. This resulted from Respondent submitting her nursing notes two (2) months after the actual home visits. Respondent was confused about what dates she actually visited the patient and as a result, unintentionally documented incorrect dates on her nurse's notes during this time interval for this patient. Respondent's inaccurate documentation of her nursing visit dates for patient #TAC00015 was likely to deceive others, including Respondent's employer, regarding the actual dates of these visits.
8. Neither Respondent nor the agency received any remuneration for any nursing visits occurring between October 24, 1997 and November 5, 1997.

CONCLUSIONS OF LAW

1. Pursuant to Article 4525, Revised Civil Statutes of Texas, 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 Article 4525(b)(9), TEX. REV. CIV. STAT. ANN., and 22 TEX. ADMIN. CODE §217.13(5).
4. The evidence received is sufficient cause pursuant to Article 4525(b), TEX. REV. CIV. STAT. ANN., to take disciplinary action against license number 583209, heretofore issued to GLORIA STELLA KUHN.

AGREED SANCTIONS

IT IS THEREFORE AGREED, subject to ratification by the Board of Nurse Examiners, that RESPONDENT SHALL receive the sanction of a Warning with Stipulations, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Revised Civil Statutes of Texas as amended, Art. 4513 et. seq., the Rules and Regulations Relating to Professional Nurse

Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.01 et. seq. and this Order.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL deliver the wallet-size license issued to GLORIA STELLA KUHN, to the office of the Board of Nurse Examiners within ten (10) days of the date of this Order for appropriate notation.

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing jurisprudence. 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 must include registered nurses. It must be a minimum of six (6) contact hours in length. The course's content shall include the Nursing Practice Act, standards of practice, and documentation of care. 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 is to be taken in addition to any continuing education requirements the Board may have for relicensure.

(3) 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. Home study courses and video programs will not be approved. The course must be a minimum of six (6) hours in length. In order for the course to be approved, the target audience must include registered nurses. The course must contain content on the following: guidelines and processes for good reporting and recording; legal guidelines for recording; methods 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 is to be taken in addition to any continuing education requirements the Board has for relicensure.

IT IS FURTHER AGREED, SHOULD RESPONDENT CHOOSE TO 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, UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT:

(4) RESPONDENT SHALL notify each present employer in professional nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a copy of this Order to each present employer within five (5) days of receipt of this Order. RESPONDENT SHALL notify all future employers in professional nursing of this Order of the Board and the stipulations on RESPONDENT's license. RESPONDENT SHALL present a copy of this Order to each future employer prior to accepting an offer of employment.

(5) RESPONDENT SHALL CAUSE each present employer in professional nursing to submit the Notification of Employment form 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 to the Board's office within five (5) days of employment as a professional nurse.

(6) RESPONDENT SHALL CAUSE each employer to submit, on forms provided 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 to the office of the Board at the end of each three (3) months for

one (1) year of employment as a professional nurse.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, RESPONDENT SHALL be issued an unencumbered license to practice professional nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

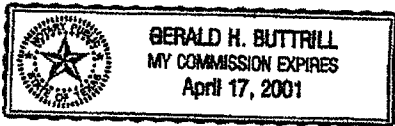
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Agreed Sanctions, and any conditions of this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

Signed this 12th day of February, 1999.

Gloria Stella Kuhn
GLORIA STELLA KUHN, Respondent

Sworn to and subscribed before me this 12 day of February, 1999.

SEAL



Gerald H. Buttrill
Notary Public in and for the State of Texas


Approved as to form and substance.

Ted B. Kuhn
Ted B. Kuhn, Attorney for Respondent

Signed this 12 day of February, 1999.

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas does hereby ratify and adopt the Agreed Order that was signed on the 2th day of February, 1999, by GLORIA STELLA KUHN, license number 583209, and said Order is final.

Effective this 9th day of March, 1999.


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