



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 605837 §
issued to MICHAEL ANGEL CAMPOS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MICHAEL ANGEL CAMPOS, Registered Nurse License Number 605837, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(9)&(10), Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order offered on June 20, 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 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 Malcolm X City College, Chicago, Illinois on June 1, 1991. Respondent was licensed to practice professional nursing in the State of Texas on July 8, 1994.
5. Respondent's professional nursing employment history includes:

July 1994 - January 2001	Staff RN
	University Hospital
	San Antonio, Texas

Respondent's professional nursing employment history continued:

July 1994 - January 2001	Staff RN Methodist Hospital San Antonio, Texas
January 2001 - November 2002	Staff RN Medtronics, Inc. Minneapolis, Minnesota
November 2002 - April 2007	Staff RN Methodist Hospital San Antonio, Texas
August 2006 - June 2007	Staff RN Texsan Heart Hospital San Antonio, Texas
July 2007 - September 2007	Staff RN North Central Baptist Hospital San Antonio, Texas
October 2007 - December 2007	Unknown
January 2008 - March 2008	Staff RN Southwest General Hospital San Antonio, Texas
April 2008 - May 2008	Staff RN United Surgical Partners San Antonio, Texas
May 2008 - January 2011	Staff RN Angel Staffing San Antonio, Texas
December 2008 - January 2011	Staff RN Retama Manor West Nursing Home San Antonio, Texas
February 2011 - January 2012	Staff RN Connally Memorial Medical Center Floresville, Texas
February 2012 - Present	Unknown

6. On August 13, 2008, Respondent was issued an Agreed Order by the Texas Board of Nursing which required him to participate in and successfully complete the Texas Peer Assistance Program for Nurses (TPAPN). A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated August 13, 2008, is attached and incorporated, by reference, as part of this Order.
7. On or about January 11, 2012, and January 13, 2012, while employed with Connally Memorial Medical Center, Floresville, Texas, Respondent wrote unauthorized physician's orders for Demerol in the medical records of four (4) patients. Respondent's conduct created a false and inaccurate medical record.
8. On or about January 11, 2012, and January 13, 2012, while employed with Connally Memorial Medical Center, Floresville, Texas, Respondent falsely documented the administration of Demerol in the medical records of four (4) patients. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on his documentation to base their decisions in administering further patient care.
9. On or about January 11, 2012, and January 13, 2012, while employed with Connally Memorial Medical Center, Floresville, Texas, Respondent diverted Demerol belonging to the facility and patients thereof, in that he admitted to such diversion for his personal use. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
10. On or about January 11, 2012, and January 13, 2012, while employed with Connally Memorial Medical Center, Floresville, Texas, Respondent engaged in the intemperate and/or unlawful use of Demerol in that he admitted to such use. Unlawful possession of Demerol is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Demerol by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
11. Respondent states January 13, 2012, as his date of sobriety
12. Regarding the conduct outlined in Findings of Fact Numbers Seven (7) through Ten (10), Respondent states that he did have an isolated period of relapse that coincided with his last couple of days at Connally Memorial Medical Center. He states that he completed TPAPN pursuant to his August 2008 Board Order, and he had been sober up until this incident. Respondent states that since this incident has not used nor drank and is still active in Alcoholics Anonymous and his recovery community.
13. 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 violations of Section 301.452(b)(9)&(10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12(5), (6)(A)&(H), (8), (10)(A),(B)&(E) and (11)(B).
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 605837, heretofore issued to MICHAEL ANGEL CAMPOS, 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 Registered Nurse License Number 605837, previously issued to MICHAEL ANGEL CAMPOS, to practice nursing in Texas is hereby SUSPENDED and said suspension is ENFORCED until Respondent completes a treatment program approved by the Board, provides documentation of successful completion, and has obtained twelve (12) consecutive months of sobriety. Any relapse prior to the completion of the twelve (12) consecutive months of sobriety will result in an extension of the enforced suspension until such twelve (12) consecutive months of sobriety and additional treatment have been attained.

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.

IT IS FURTHER AGREED, upon verification of successful completion of the approved treatment and twelve (12) consecutive months of sobriety as set out in this Order, the Suspension will be STAYED, and RESPONDENT will be placed on PROBATION for three (3) years with the following agreed terms of probation:

(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 pay all re-registration fees, if applicable, and RESPONDENT'S licensure status in the State of Texas will be updated to reflect the applicable conditions outlined herein.

(3) 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.texas.gov/disciplinaryaction/stipscourses.html>.*

(4) RESPONDENT SHALL, within one (1) year of entry of the suspension being stayed, 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>.*

(5) RESPONDENT SHALL pay a monetary fine monitoring fee in the amount of five hundred dollars (\$500.00). RESPONDENT SHALL pay this fine 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 THREE (3) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE PROBATIONARY PERIOD WILL BE EXTENDED UNTIL SUCH THIRTY-SIX (36)

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:

(6) 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.

(7) 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.

(8) For the first year of employment as a nurse under this Order, RESPONDENT SHALL be directly supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse. Direct supervision requires another 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.

(9) For the remainder of the probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a

Registered Nurse, if licensed as a Licensed Vocational 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.

(10) RESPONDENT SHALL NOT practice as a nurse on the night shift, rotate shifts, work overtime, accept on-call assignments, or be used for coverage on any unit other than the identified, predetermined unit(s) to which Respondent is regularly assigned for one (1) year of employment as a nurse.

(11) RESPONDENT SHALL NOT practice as a nurse in any critical care area for one (1) year of employment as a nurse. Critical care areas include, but are not limited to, intensive care units, emergency rooms, operating rooms, telemetry units, recovery rooms, and labor and delivery units.

(12) RESPONDENT SHALL NOT administer or have any contact with controlled substances, Nubain, Stadol, Dalgan, Ultram, or other synthetic opiates for one (1) year of employment as a nurse.

(13) 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) months for three (3) years of employment as a nurse.

(14) 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 an evaluation by a Board approved physician specializing in Pain Management or Psychiatry. The performing evaluator will submit a written report to the Board's office, including results of the evaluation, clinical indications for the prescriptions, and recommendations for on-going treatment within thirty (30) days from the Board's request.**

(15) 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. For the remainder of the probation period, random screens shall be performed at least once every three (3) months. 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
Barbiturates
Benzodiazepines

Meperidine
Methadone
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.

(16) RESPONDENT SHALL attend at least two (2) support group meetings each week, one of which must be for substance abuse and provided by Alcoholics Anonymous, Narcotics Anonymous, or another comparable recovery program that has been pre-approved by the Board. RESPONDENT SHALL provide acceptable evidence of attendance. Acceptable evidence shall consist of a written record of at least: the date of each meeting; the name of each group attended; and the signature and printed name of the chairperson of each group attended by RESPONDENT. RESPONDENT SHALL submit the required evidence on the forms provided by the Board at the end of every three (3) months. No duplications, copies, third party signatures, or any other substitutions will be accepted as evidence.

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, 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.

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RESPONDENT'S CERTIFICATION

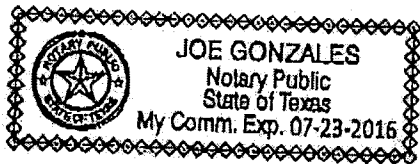
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid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

Signed this 25 day of October, 2012.

[Signature]
MICHAEL ANGEL CAMPOS, Respondent

Sworn to and subscribed before me this 25 day of October, 2012.

SEAL



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

Approved as to form and substance.

[Signature]
Darrin Dest, Attorney for Respondent

Signed this 25 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 25th day of October, 20 12, by MICHAEL ANGEL CAMPOS, Registered Nurse License Number 605837, and said Order is final.

Effective this 18th day of December, 20 12.



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

Respondent's professional nursing employment history continued:

July 1994 - January 2001	Staff RN Methodist Hospital San Antonio, Texas
January 2001 - November 2002	Staff RN Medtronics, Inc. Minneapolis, Minnesota
November 2002 - April 2007	Staff RN Methodist Hospital San Antonio, Texas
August 2006 - June 2007	Staff RN Texsan Heart Hospital San Antonio, Texas
July 2007 - September 2007	Staff RN North Central Baptist Hospital San Antonio, Texas
October 2007 - December 2007	Unknown
January 2008 - March 2008	Staff RN Southwest General Hospital San Antonio, Texas
April 2008 - Present	Unknown

6. On or about January 11, 2006, Respondent plead Nolo Contendere to the offense "Assault," a Class C Misdemeanor, in the Bexar County Court at Law #7, San Antonio, Texas, Cause Number 918627. An adjudication of guilt was deferred, and Respondent was placed on probation for a period of one (1) day, and ordered to pay a fine and court costs.

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7. On or about April 10, 2007, through April 12, 2007, while employed with Methodist Hospital, San Antonio, Texas, Respondent misappropriated Demerol and Hydrocodone belonging to the facility and patients thereof, or failed to take precautions to avoid such misappropriation as follows:

Pyxis Report Date/Time	Patient ID	Medication Removed	Physician's Order	Medication Administration Record (MAR)	Wastage
4/10/07 1334	W119657142	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1035 4/10/07)	N/A	None
4/11/07 1501	W119657142	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1035 4/10/07)	N/A	None
4/10/07 1730	W119657421	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1715 4/10/07)	N/A	None
4/11/07 1122	W119657421	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1715 4/10/07)	N/A	None
4/10/07 1801	W119662799	Meperidine 50mg/1ml ampule (2)	None	No documentation	None
4/10/07 1512	W119662799	Hydrocodone 10/325 tab (2)	None	No documentation	None
4/10/07 1901	W119657356	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1535 4/10/07)	N/A	None
4/11/07 1359	W119669692	Meperidine 50mg/1ml ampule (2)	None	No documentation	None
4/11/07 1518	W119669692	Hydrocodone 5/500 tab (2)	Lortab 1-2 tabs q4h prn	No documentation	None
4/11/07 1729	W119670001	Meperidine 50mg/1ml ampule (2)	None	No documentation	None
4/11/07 1811	W119669274	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1320 4/11/07)	N/A	None
4/12/07 1252	W119673920	Meperidine 50mg/1ml ampule (2)	N/A (Pt. D/C home 1115 4/12/07)	N/A	None

Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.

8. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent removed Fentanyl from the Omnicell Medication Dispensing System for Patient Medical Record Number 715600046 in excess dosage and/or frequency of, or without physician's orders. Respondent's conduct was likely to injure the patient in that the administration of Fentanyl in excess frequency and/or dosage of the physician's order could result in the patient suffering from adverse reactions.
9. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent removed Fentanyl from the Omnicell Medication Dispensing System for Patient Medical Record Number 715600046 but failed to follow facility policy and procedure in place for the proper wastage of Fentanyl. Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).
10. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent removed Demerol from the Omnicell Medication Dispensing System located in a department to which he was not assigned. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
11. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent removed Demerol from the Omnicell Medication Dispensing System but failed to follow policy and procedure in place for the proper wastage of Demerol. Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).
12. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent misappropriated Fentanyl and Demerol belonging to the facility and patients thereof, in that he admitted to such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
13. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent engaged in the intemperate use of Fentanyl and Demerol in that he admitted to such intemperate use. Possession of Fentanyl and Demerol is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Fentanyl and Demerol by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.

14. On or about June 20, 2007, while employed with TexSan Heart Hospital, San Antonio, Texas, Respondent may have lacked fitness to practice professional nursing in that he was observed exhibiting characteristics of impairment including, but not limited to; inability to follow a conversation, and slurred speech. Respondent's condition could have affected his/her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected his/her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
15. On or about July 16, 2007, through September 24, 2007, while employed with North Central Baptist Hospital, San Antonio, Texas, Respondent removed Demerol from the medication dispensing system for patients in excess dosage of, or without valid physician's orders. Respondent's conduct was likely to injure the patient in that the administration of Demerol in excess frequency and/or dosage of the physician's order could result in the patient suffering from adverse reactions.
16. On or about July 16, 2007, through September 24, 2007, while employed with North Central Baptist Hospital, San Antonio, Texas, Respondent removed Demerol from the medication dispensing system for patients but failed to accurately and/or completely document the administration of the Demerol in the patients' Medication Administration Records (MAR). Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patient which could result in an overdose.
17. On or about July 16, 2007, through September 24, 2007, while employed with North Central Baptist Hospital, San Antonio, Texas, Respondent removed Demerol from the medication dispensing system for patients but failed to follow policy and procedure in place for the wastage of the unused portions of the Demerol. Respondent's conduct was likely to deceive the hospital pharmacy and placed them in violation of Chapter 481 of the Texas Health and Safety Code (Controlled Substances Act).
18. On or about July 16, 2007, through September 24, 2007, while employed with North Central Baptist Hospital, San Antonio, Texas, Respondent misappropriated Demerol belonging to the facility and patients thereof, in that he admitted to such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
19. On or about September 24, 2007, while employed with North Central Baptist Hospital, San Antonio, Texas, Respondent may have lacked fitness to practice professional nursing in that he was observed as non-responsive to questions from coworkers. Respondent's condition could have affected his ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected his ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.

20. On or about March 21, 2008, while employed with Southwest General Hospital, San Antonio, Texas, Respondent misappropriated Fentanyl, Versed, and Demerol belonging to the facility and patients thereof, in that he admitted to such misappropriation for his personal use as follows:

Pyxis Report Date/Time	Patient ID	Medication Removed	Physician's Order	Medication Administration Record (MAR)	Wastage
3/20/08 8:04:20 AM	0807800120	Demerol 50mg/1ml inj. (1)	None	No documentation	None
3/20/08 8:04:42 AM	0807800120	Demerol 50mg/1ml inj. (1)	None	No documentation	None
3/21/08 3:45:17 PM	0807800120	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 9:49:40 AM	080770147	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 12:09:34 PM	0807500078	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 12:20:13 PM	0807500078	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None
3/21/08 12:22:47 PM	0807500078	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None
3/21/08 12:58:23 PM	0807500078	Versed 2mg/2ml inj. (1)	None	No documentation	None
3/21/08 12:58:44 PM	0807500078	Fentanyl Citrate 1000 mcg/2ml inj. (1)	None	No documentation	None
3/21/08 9:50:31 AM	0804800086	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None
3/21/08 10:14:59 AM	0804800086	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None
3/21/08 9:13:14 AM	0807700055	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/20/08 8:18:01 AM	0805600113	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/20/08 11:42:02 AM	0805600113	Demerol 50mg/1ml inj. (1)	None	No documentation	None
3/20/08 11:42:19 AM	0805600113	Demerol 50mg/1ml inj. (1)	None	No documentation	None
3/20/08 11:42:40 AM	0805600113	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None

3/21/08 8:15:54 AM	0805600113	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/20/08 3:00:36 PM	0805600113	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 3:00:48 PM	0805600113	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None
3/21/08 4:33:10 PM	0805600113	Fentanyl Citrate 250 mcg/5ml inj. (1)	None	No documentation	None
3/20/08 9:48:24 AM	0807700046	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 4:48:38 PM	0807700046	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 2:49:02 PM	0808100019	Demerol 50mg/1ml inj. (2)	None	No documentation	None
3/21/08 4:12:49 PM	0808100019	Demerol 50mg/1ml inj. (2)	None	No documentation	None

Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.

21. On or about March 21, 2008, while employed with Southwest General Hospital, San Antonio, Texas, Respondent engaged in the intemperate use of Fentanyl, Versed, and Demerol in that he admitted to such intemperate use. Possession of Fentanyl, Versed, and Demerol without a valid prescription is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Fentanyl, Versed, and Demerol by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
22. On or about March 21, 2008, while employed with Southwest General Hospital, San Antonio, Texas, Respondent may have lacked fitness to practice professional nursing in that he admitted to having a problem with drugs for which he wanted help. Respondent's condition could have affected his ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected his ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
23. On or about June 2, 2008, while employed with Christus Santa Rosa Surgery Center, San Antonio, Texas, Respondent may have lacked fitness to practice professional nursing in that he was observed exhibiting impaired behavior including, but not limited to; strange affect, dry mouth, and disorientation. Respondent's condition could have affected his ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected

his ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.

24. On or about June 12, 2008, while employed with Christus Santa Rosa Surgery Center, San Antonio, Texas, Respondent engaged in the intemperate use of Fentanyl in that he submitted a specimen for a drug screen which resulted positive for Fentanyl. Possession of Fentanyl without a valid prescription is prohibited by Chapter 481 of the Texas Health & Safety Code (Controlled Substances Act). The use of Fentanyl by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in the patient's condition, and could impair the nurse's ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patient in potential danger.
25. On or about June 12, 2008, while employed with Christus Santa Rosa Surgery Center, San Antonio, Texas, Respondent misappropriated Fentanyl belonging to the facility and patients thereof, or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
26. The Respondent's conduct described in the preceding Findings of Fact was reportable under the provisions of Sections 301.401-301.419, Texas Occupations Code.
27. 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.
28. Respondent's conduct described in Findings of Fact Numbers Six (6) through Twenty-Five (25) resulted from Respondent's impairment by dependency on chemicals.
29. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, 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)(9), (10), (12) & (13), Texas Occupations Code, 22 TEX. ADMIN. CODE §217.11(1)(D), and 22 TEX. ADMIN. CODE §217.12(1)(A), (5), (6)(G), (8), (10)(A)(C)(D)(E) & (11)(B).
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 605837,

heretofore issued to MICHAEL ANGEL CAMPOS, including revocation of Respondent's license to practice professional nursing in the State of Texas.

5. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT, in lieu of the sanction of Revocation under Section 301.453, Texas Occupations Code, SHALL comply with the following conditions for such a time as is required for RESPONDENT to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN):

RESPONDENT SHALL deliver the wallet-sized license issued to MICHAEL ANGEL CAMPOS, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order for appropriate notation.

(1) RESPONDENT SHALL, within forty-five (45) days following the date of entry of this final Order, apply to TPAPN and SHALL, within ninety (90) days following the date of entry of this final Order, sign and execute the TPAPN participation agreement, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500) payable to TPAPN.

(2) Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN participation agreement to the Texas Board of Nursing.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep his license to practice nursing in the State of Texas current.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.

IT IS FURTHER AGREED and ORDERED, RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, Section §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's multistate licensure privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED, SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including revocation of Respondent's license and multistate licensure privileges, if any, to practice 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.

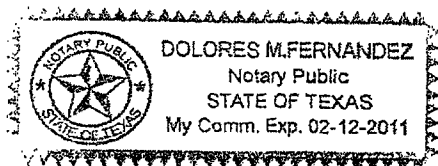
I have reviewed this Order. I neither admit nor deny the violations alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, and Conditions One (1) through Four (4) of this Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing, 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 to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 6th day of August, 2008.

[Signature]
MICHAEL ANGEL CAMPOS, Respondent

Sworn to and subscribed before me this 6th day of August, 2008.

SEAL



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


Approved as to form and substance.

[Signature]
Louis Leichter, Attorney for Respondent

Signed this 8 day of Aug, 2008

WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby accept and enter the Agreed Order that was signed on the 6th day of August, 2008, by MICHAEL ANGEL CAMPOS, Registered Nurse License Number 605837, and said Order is final.

Entered and effective this 13th day of August, 2008.


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