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Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED ORDER
FADI I. SAADEDDINE, § FOR
Registered Nurse License Number 673744 and § DISCIPLINE & ELIGIBILITY
PETITIONER for Eligibility for Licensure §

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of Registered Nurse License Number 673744, the Application for Authorization to Practice as an Advanced Practice Registered Nurse and Prescriptive Authority, and the supporting documents filed by FADI I. SAADEDDINE, hereinafter referred to as PETITIONER, together with any documents and information gathered by staff and Petitioner's Certification contained herein.

Information received by the Board produced evidence that PETITIONER may be subject to discipline and ineligible for licensure pursuant to Sections 301.452(b)(10)&(13) and 301.453, Texas Occupations Code.

PETITIONER waived notice and hearing, and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on October 30, 2013, 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 Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Petitioner waived notice and hearing, and agreed to the entry of this Order.
3. Petitioner is currently licensed to practice professional nursing in the State of Texas and in the State of California.

4. Petitioner received a Baccalaureate Degree in Nursing from Makassed College of Nursing, Beirut, Lebanon, on June 1, 1998. Petitioner received a Master's Degree in Nursing from the University of Texas, Houston, Texas, on May 1, 2013. Petitioner was licensed to practice professional nursing in the State of Texas on November 14, 2000, and was licensed to practice professional nursing in the State of California on January 19, 2007.

5. Petitioner's nursing employment history includes:

6/1998 - 11/1999	Staff Nurse	Makassed General Hospital Beirut, Lebanon
1/2001 - 8/2004	Agency Nurse	Stat Med Agency Houston, Texas
1/2001 - 11/2001	Staff Nurse	Texas Children's Hospital Houston, Texas
8/2002 - 7/2006	Staff Nurse	Park Plaza Hospital Houston, Texas
8/2006 - 4/2008	Agency Nurse	Access Nursing Agency Hollister, California
4/2008 - 1/2011	Staff Nurse	Hazel Hawkins Hospital Hollister, California
8/2008 - 1/2011	Staff Nurse	Salinas Valley Memorial Hospital Salinas, California
1/2011 - 7/2013	Staff Nurse	Memorial Hermann Southwest Houston, Texas
8/2013 - Present	Unknown	

6. At the time of the initial incident, Petitioner was employed as a Staff Nurse with Memorial Hermann Southwest, Houston, Texas, and had been in that position for two years (2) and two (2) months.

7. On or about March 10, 2013, while employed as a Staff Nurse with Memorial Hermann Southwest, Houston, Texas, Petitioner failed to infuse the antibiotic Meropem at thirty three (33) milliliters (ml) per hour intravenously (IV) as ordered by the physician to Patient ID 45575541. Instead, in error, Petitioner programmed the pump to run at thirty three (33) milliliters per hour for an Insulin drip that had been turned off, but was still hanging and connected to the Patient's IV line. Consequently, the Patient inappropriately received additional Insulin and his blood sugar dropped to sixty eight (68), which required the administration of Dextrose to stabilize his blood sugar level. Petitioner's conduct exposed the patient to risk of injury from complications of hypoglycemia including seizures, coma and possible demise.

8. On or about March 30, 2013, while employed as a Staff Nurse with Memorial Hermann Southwest, Houston, Texas, Petitioner failed to transport Patient ID 39609597 on Biphasic Positive Airway Pressure (BIPAP) to the radiology department for a Computed Tomography (CT) scan and/or notify the physician regarding the inability to transport the patient on BIPAP to have the CT as appropriate. Instead, Petitioner transported the patient to have the CT on a non-rebreather mask. Subsequently, the patient went into cardiopulmonary arrest and required emergency cardiopulmonary resuscitation (CPR), and died five (5) days later. Petitioner's conduct may have contributed to the patient's subsequent demise.
9. On or about March 30, 2013, while employed as a Staff Nurse with Memorial Hermann Southwest, Houston, Texas, Petitioner exceeded his facility authorized scope of practice by intubating the aforementioned Patient ID 39609597 during CPR. Petitioner's conduct placed the patient at risk of injury to the vocal cords and/or anoxia from tube placement into the esophagus.
10. On or about June 4, 2013, while employed as a Staff Nurse with Memorial Hermann Southwest, Houston, Texas, Petitioner failed to immediately contact the physician when the peripherally inserted central catheter (PICC) of Patient ID 38042428 slipped and became coiled within the left axillary vein. Instead, Petitioner exceeded his authorized scope of practice and made a small incision in an attempt to retrieve the catheter. Petitioner's conduct placed the patient at further risk of undue harm from medical complications.
11. On or about June 4, 2013, while employed as a Staff Nurse with Memorial Hermann Southwest, Houston, Texas, Petitioner exceeded his facility authorized scope of practice by suturing the incision site of Patient Medical Record Number 38042428, at the direction of the surgeon who had retrieved a fragment of PICC line catheter that had become coiled within the left axillary vein. Petitioner's conduct placed the patient at further risk of undue harm from medical complications.
12. In response to Findings of Fact Numbers Seven (7) through Eleven (11), Petitioner maintains that he did not administer the insulin that caused Patient ID 39609597's blood sugar to drop. Petitioner states that there was no such portable BIPAP unit for Patient ID 39609597 on the ICU, and the procedure at the time was to transport patients on BIPAP with a non-rebreather mask. After the patient coded in CT, Petitioner admits he should not have intubated the patient according to a strict interpretation of the rules, however, he had been supervised by the physician on several occasions, he was asked by the physician to perform the intubation, it was an emergency situation and the intubation was successful. Regarding Patient ID 38042428, Petitioner states that during the PICC line insertion he immediately called the surgeon after enlarging the incision by 0.5 centimeters when he could not see the line. Petitioner took the patient to radiology, and after the line was retrieved, under direct supervision of the surgeon, successfully placed four (4) sutures.
14. On or about May 25, 2013, Petitioner submitted an Application for Authorization to Practice as a Family Nurse Practitioner with Prescriptive Authority, and requested a determination of eligibility for authorization in compliance with Section 301.452, Texas Occupations Code, and the Board's Rules at 22 Tex. Admin. Code §221.4 and §222.2.
15. Petitioner presented no evidence of behavior which is inconsistent with good professional character.

16. The Executive Director considered evidence of Petitioner's past behavior in light of the character factors set out in 22 TEX. ADMIN. CODE §213.27 and determined that Petitioner currently demonstrates the criteria required for good professional character.
17. Licensure of Petitioner poses no direct threat to the health and safety of patients or the public provided Petitioner complies with the stipulations outlined in this Order.
18. The Executive Director's review of the grounds for potential ineligibility has been made on the basis of Petitioner's disclosures.
19. Petitioner has been advised by the Board that any information found to be incomplete, incorrect or misleading to the Board or a subsequent discovery of a basis of ineligibility will be considered by the Board and may result in an ultimate determination of ineligibility or the later revocation of a license obtained through fraud or deceit.
20. Petitioner shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452(b), Texas Occupations Code.

CONCLUSIONS OF LAW

1. The Board has jurisdiction over this matter pursuant to Sections 301.452 and 301.453, Texas Occupations Code.
2. On or about May 25, 2013, Petitioner submitted an Application for Authorization to Practice as a Family Nurse Practitioner with Prescriptive Authority, and requested a determination of eligibility for authorization in compliance with Section 301.452, Texas Occupations Code, and the Board's Rules at 22 Tex. Admin. Code §221.4 and §222.2.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §§217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M)&(3)(A) and 217.12(1)(A),(1)(B)&(4).
4. Petitioner's history reflects conduct which may constitute grounds for discipline and denial of a license under Section 301.452(b)(10)&(13), Texas Occupations Code.
5. The Board may probate the denial of a license under conditions for a specified term pursuant to Section 301.453, Texas Occupations Code.
6. The Board may license an individual with prior behaviors inconsistent with the Board's character requirements if, upon evaluation of the factors in 22 TEX. ADMIN. CODE §213.27, and pursuant to 22 TEX. ADMIN. CODE §213.33, the Board is satisfied that the individual is able to consistently conform her conduct to the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.

7. This Order is conditioned upon the accuracy and completeness of Petitioner's disclosures. Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Petitioner's license(s).

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that PETITIONER SHALL receive the sanction of REPRIMAND WITH STIPULATIONS and the application of PETITIONER IS hereby GRANTED, and, upon payment of the required fees and meeting all other requirements, PETITIONER SHALL be issued the applicable license(s) to practice advanced practice nursing in the State of Texas, and all licenses issued to Petitioner shall be subject to the following stipulations:

PETITIONER SHALL obtain and read the Texas Nursing Practice Act and the Rules and Regulations Relating to Nurse Education, Licensure, and Practice.

PETITIONER 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 this Order SHALL be applicable to PETITIONER'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while PETITIONER'S license(s) is/are encumbered by this Order, PETITIONER 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 PETITIONER wishes to work.

(1) PETITIONER SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. PETITIONER 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. PETITIONER 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 PETITIONER'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) PETITIONER SHALL, within one (1) year of entry of this Order, successfully complete a course in medication administration. PETITIONER SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include Nurses. The didactic portion of this course shall be a minimum of six (6) hours in length. The course shall contain a minimum twenty-four (24) hour

clinical component which is to be provided by the same Registered Nurse who provides the didactic portion of this course. The clinical component SHALL focus on tasks of medication administration only. In order for the course to be approved, the course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the five (5) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. PETITIONER SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. PETITIONER SHALL CAUSE the instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify PETITIONER'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>.

(3) PETITIONER 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, PETITIONER SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding Board-approved courses may be found at the following Board website address:* <http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>.

IT IS FURTHER AGREED, SHOULD PETITIONER PRACTICE AS A NURSE IN THE STATE OF TEXAS, PETITIONER WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND PETITIONER MUST WORK AS AN ADVANCED PRACTICE REGISTERED NURSE (APRN), REGISTERED NURSE (RN), OR LICENSED VOCATIONAL NURSE (LVN), AS APPLICABLE, IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR TWO (2) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWENTY-FOUR (24) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF AN ADVANCED PRACTICE REGISTERED NURSE (APRN), REGISTERED NURSE (RN), OR A VOCATIONAL NURSE (LVN) LICENSE, AS APPLICABLE, WILL NOT APPLY TO THIS STIPULATION PERIOD:

(4) PETITIONER SHALL notify each present employer, practice site and/or credentialing agency, as applicable, of this Order of the Board and the stipulations on PETITIONER'S license(s). PETITIONER 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, practice site and/or credentialing agency, as applicable, within five (5) days of receipt of this Order. PETITIONER SHALL notify all future employers, practice sites and/or credentialing agencies, as applicable, of this Order of the Board and the stipulations on PETITIONER'S license(s). PETITIONER 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, practice site and/or credentialing agency, as applicable, prior to accepting an offer of employment and/or assignment.

(5) PETITIONER SHALL CAUSE each present employer, practice site and/or credentialing agency, as applicable, to submit the Board's "Notification of Employment" form, which is provided to the PETITIONER by the Board, to the Board's office within ten (10) days of receipt of this Order. PETITIONER SHALL CAUSE each future employer, practice site and/or credentialing agency, as applicable, to submit the Board's "Notification of Employment" form, which is provided to the PETITIONER by the Board, to the Board's office within five (5) days of employment as a nurse.

IT IS FURTHER AGREED and ORDERED that, while employed as a Registered Nurse without Advanced Practice Authority under the terms of this Order, Stipulations Numbers Six (6), Seven (7), and Eight (8) shall apply until such time that Petitioner becomes Board authorized and employed as a Family Nurse Practitioner, at which time Stipulation Number Nine (9) will apply.

(6) For the first year of employment as a Registered Nurse under this Order or until Petitioner becomes Board authorized and employed as a Family Nurse Practitioner, PETITIONER 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, as applicable, to be working on the same unit as PETITIONER and immediately available to provide assistance and intervention. PETITIONER SHALL work only on regularly assigned, identified and predetermined unit(s). The PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(7) For the remainder of the stipulation period or until Petitioner becomes Board authorized and employed as a Family Nurse Practitioner, PETITIONER SHALL be supervised by

a Registered Nurse, if licensed and practicing as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed and practicing 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 PETITIONER, 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 PETITIONER is currently working. PETITIONER SHALL work only regularly assigned, identified and predetermined unit(s). PETITIONER SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. PETITIONER SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

(8) While employed as a Registered Nurse without Advanced Practice Authority, PETITIONER SHALL CAUSE each employer to submit, on forms provided to the PETITIONER by the Board, periodic reports as to PETITIONER'S capability to practice nursing. These reports shall be completed by the Nurse who supervises the PETITIONER. These reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month period for two (2) year(s) of employment as a Registered Nurse or until such time that Petitioner becomes Board authorized and employed as a Family Nurse Practitioner.

(9) Upon becoming Board authorized and employed as a Family Nurse Practitioner, PETITIONER'S practice SHALL BE monitored for the remainder of the two (2) year stipulation period, if any, by a Physician or Family Nurse Practitioner who has been approved by the Board. PETITIONER must provide a list of three (3) Physicians and/or three (3) Family Nurse Practitioners for the Board to select. For each Physician and/or Family Nurse Practitioner, 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 PETITIONER'S receipt of the name of the monitor selected by the Board. The monitor will offer guidance, advice and assistance to the PETITIONER as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. PETITIONER SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. PETITIONER SHALL ensure that the monitor submits reports, addressing PETITIONER'S progress in overcoming these deficiencies to the office of the Board at the end of each three (3) months for the remainder of the two (2) year stipulation period, if any. Meetings may be longer and more frequent if the monitor determines necessary.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from PETITIONER'S license(s) to practice nursing in the State of Texas and PETITIONER may be eligible for nurse licensure compact privileges, if any.

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PETITIONER'S CERTIFICATION

I am the Petitioner in this matter. I have fully and truthfully disclosed all of my past conduct which could constitute grounds for licensure ineligibility, and I have caused a complete and accurate criminal history to be submitted to the Texas Board of Nursing from each jurisdiction in which I have been adjudged guilty by way of conviction or deferred order. I certify that my past behavior, except as disclosed in my application and/or petition, has been in conformity with the Board's character rule. I have provided the Board with complete and accurate documentation of my past conduct in violation of the penal law of any jurisdiction which was disposed of through any procedure short of conviction, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

In connection with my application and/or petition, I acknowledge that I have read and I understand Sections 301.157(d), 301.252, 301.253, 301.257, 301.258, 301.260, 301.452, and 301.453, Texas Occupations Code, and Chapter 53, Section 53.001 *et seq.*, Texas Occupations Code, and 22 TEX. ADMIN. CODE §§213.27, 213.28, 213.29, and 213.30. I agree with all terms of this Order, including the Findings of Fact and Conclusions of Law and any stipulations as set out in this Order. I acknowledge that this Order is stipulated and I understand that I am not eligible to receive a Temporary Permit to practice nursing. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to accepting any license from the Texas Board of Nursing.

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.

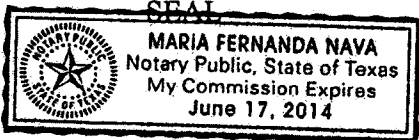
I understand that I can be represented by an attorney in this matter. I waive notice, administrative hearing, and judicial review of this Order and request that the Texas Board of Nursing ratify this Order.

Signed this 14 day of February, 2014.

[Signature]
FADI I. SAADEDDINE, PETITIONER

Sworn to and subscribed before me this 14 day of February, 2014.

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



Approved as to form and substance.
[Signature]
Joyce Stamp Lilly, Attorney for Petitioner

Signed this 17 day of February, 2014.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for Discipline and Eligibility that was signed on the 14th day of February, 2014, by FADI I. SAADEDDINE, Registered Nurse License Number 673744 and PETITIONER for Eligibility for Licensure, and said Order is final.

Effective this 18th day of March, 2014.



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