

IN THE MATTER OF
PERMANENT REGISTERED NURSE
LICENSE NUMBER 662131
ISSUED TO
TIFFANY LASHELL COPLEY

§
§
§
§
§

BEFORE THE TEXAS
BOARD OF NURSING

ELIGIBILITY AND
DISCIPLINARY COMMITTEE



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.
Patricia A. Plummer
Executive Director of the Board

ORDER OF THE BOARD

TO: TIFFANY LASHELL COPLEY
5014 14TH STREET
LUBBOCK, TX 79416

During open meeting held in Austin, Texas, on **August 19, 2014**, the Texas Board of Nursing Eligibility and Disciplinary Committee (hereinafter "Committee") heard the above-styled case, based on the failure of the Respondent to appear as required by 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that notice of the facts or conduct alleged to warrant disciplinary action has been provided to Respondent in accordance with Texas Government Code § 2001.054(c) and Respondent has been given an opportunity to show compliance with all the requirements of the Nursing Practice Act, Chapter 301 of the Texas Occupations Code, for retention of Respondent's license(s) to practice nursing in the State of Texas.

The Committee finds that the Formal Charges were properly initiated and filed in accordance with section 301.458, Texas Occupations Code.

The Committee finds that after proper and timely Notice regarding the violations alleged in the Formal Charges was given to Respondent in this matter, Respondent has failed to appear in accordance with 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that the Board is authorized to enter a default order pursuant to Texas Government Code § 2001.056.

The Committee, after review and due consideration, adopts the proposed findings of fact and conclusions of law as stated in the Formal Charges which are attached hereto and incorporated by reference for all purposes and the Staff's recommended sanction of revocation by default. This Order

will be properly served on all parties and all parties will be given an opportunity to file a motion for rehearing [22 TEX. ADMIN.CODE § 213.16(j)]. All parties have a right to judicial review of this Order.

All proposed findings of fact and conclusions of law filed by any party not specifically adopted herein are hereby denied.

NOW, THEREFORE, IT IS ORDERED that , Permanent Registered Nurse License Number 662131, previously issued to TIFFANY LASHELL COPLEY, to practice nursing in the State of Texas be, and the same is/are hereby, REVOKED.

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

Entered this 19th day of August, 2014.

TEXAS BOARD OF NURSING



BY:

KATHERINE A. THOMAS, MN, RN, FAAN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

Attachment: Formal Charge filed June 24, 2014.

Re: Permanent Registered Nurse License Number 662131
Issued to TIFFANY LASHELL COPLEY
DEFAULT ORDER - REVOKE

CERTIFICATE OF SERVICE

I hereby certify that on the 20 day of Aug, 2014, a true and correct copy of the foregoing DEFAULT ORDER was served and addressed to the following person(s), as follows:

Via USPS Certified Mail, Return Receipt Requested

TIFFANY LASHELL COPLEY
5014 14TH STREET
LUBBOCK, TX 79416



BY: _____

KATHERINE A. THOMAS, MN, RN, FAAN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

In the Matter of § BEFORE THE TEXAS
Permanent Registered Nurse §
License Number 662131 §
Issued to TIFFANY LASHELL COPLEY, §
Respondent § BOARD OF NURSING

FORMAL CHARGES

This is a disciplinary proceeding under Section 301.452(b), Texas Occupations Code. Respondent, TIFFANY LASHELL COPLEY, is a Registered Nurse holding License Number 662131, which is in current status at the time of this pleading.

Written notice of the facts and conduct alleged to warrant adverse licensure action was sent to Respondent at Respondent's address of record and Respondent was given opportunity to show compliance with all requirements of the law for retention of the license prior to commencement of this proceeding.

CHARGE I.

On or about February 21, 2014, Respondent plead guilty to, and was convicted of, OPERATING AN ILLEGAL GAMBLING BUSINESS AND AIDING AND ABETTING, a Federal Felony offense committed on May 31, 2013, in the United States District Court, Northern District of Texas, Lubbock Division, under Case Number 5:13-CR-095-02-C. As a result of the conviction, Respondent was sentenced to twelve (12) months under the custody of the United States Bureau of Prisons. Additionally, upon release from imprisonment, the Respondent shall be on supervised release for a term of three (3) years.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(1)&(3), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.12(11)(B)&(13).

NOTICE IS GIVEN that staff will present evidence in support of the recommended disposition of up to, and including, revocation of Respondent's license/s to practice nursing in the State of Texas pursuant to the Nursing Practice Act, Chapter 301, Texas Occupations Code and the Board's rules, 22 Tex. Admin. Code §§ 213.27 - 213.33 and TEX. OCC. CODE Ch. 53. Additionally, staff will seek to impose on Respondent the administrative costs of the proceeding pursuant to Section 301.461, Texas Occupations Code. The cost of proceedings shall include, but is not limited to, the cost paid by the Board to the State Office of Administrative Hearings and the Office of the Attorney General or other Board counsel for legal and investigative services, the cost of a court reporter and witnesses, reproduction of records, Board staff time, travel, and expenses. These shall be in an amount of at least one thousand two hundred dollars (\$1200.00).

NOTICE IS GIVEN that all statutes and rules cited in these Charges are incorporated as part of this pleading and can be found at the Board's website, www.bon.texas.gov.

NOTICE IS GIVEN that to the extent applicable, based on the Formal Charges, the Board will rely on Adopted Disciplinary Guidelines for Criminal Conduct and on Adopted Disciplinary Sanction

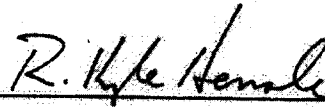
Policies for Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder, for Lying and Falsification, for Fraud, Theft and Deception, and for Sexual Misconduct, which can be found at the Board's website, www.bon.texas.gov.

NOTICE IS GIVEN that, based on the Formal Charges, the Board will rely on the Disciplinary Matrix, which can be found at www.bon.texas.gov/disciplinaryaction/discp-matrix.html.

NOTICE IS ALSO GIVEN that Respondent's past disciplinary history, as set out below and described in the Order(s) which is/are attached and incorporated by reference as part of these charges, will be offered in support of the disposition recommended by staff: Order dated March 20, 2006 and August 8, 2008.

Filed this 24th day of June, 2014.

TEXAS BOARD OF NURSING



James W. Johnston, General Counsel
Board Certified - Administrative Law
Texas Board of Legal Specialization
State Bar No. 10838300

Jena Abel, Assistant General Counsel
State Bar No. 24036103

John R. Griffith, Assistant General Counsel
State Bar No. 24079751

Robert Kyle Hensley, Assistant General Counsel
State Bar No. 50511847

John F. Legris, Assistant General Counsel
State Bar No. 00785533

John Vanderford, Assistant General Counsel
State Bar No. 24086670

333 Guadalupe, Tower III, Suite 460
Austin, Texas 78701
P: (512) 305-6811
F: (512) 305-8101 or (512)305-7401

Attachments: Orders of the Board dated March 20, 2006 and August 8, 2008.

D/2014.05.23



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.
Patricia Robinson
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of Registered Nurse §
License Number 662131 § REINSTATEMENT
issued to TIFFANY LASHELL COPLEY § AGREED ORDER

On this day came to be considered by the Texas Board of Nursing, hereinafter referred to as the Board, the Petition for Reinstatement of Registered Nurse License Number 662131, held by TIFFANY LASHELL COPLEY, hereinafter referred to as Petitioner.

An informal conference was held on May 20, 2008, at the office of the Texas Board of Nursing, in accordance with Section 301.464, Texas Occupations Code.

Petitioner appeared in person. Petitioner was represented by Kenda B. Dalrymple, Attorney at Law. In attendance were Denise Benbow, MN, RN, Nurse Consultant, Executive Director's Designee; Dusty Johnston, General Counsel; Anthony L. Diggs, MSCJ, Director of Enforcement; Veronica Franco, Investigator; Nancy Krause, RN, Investigator; John DeLaRosa, Investigator; Dennis Riggins, Investigator; and Diane E. Burell, Investigator.

FINDINGS OF FACT

1. Prior to 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.
2. Petitioner waived notice and hearing, and consented to the entry of this Order.
3. Petitioner received a Diploma in Nursing from Methodist School of Nursing, Lubbock, Texas, on May 1, 1999. Petitioner was originally licensed to practice professional nursing in the State of Texas on July 13, 1999.

4. Petitioner's professional nursing employment history includes:

5/99 - 3/06 GN/RN Covenant Children's Hospital
Lubbock, Texas

4/06 - present Not employed in nursing

5. On March 20, 2006, Petitioner voluntarily surrendered her license to practice professional nursing in the State of Texas. A copy of the March 20, 2006, Order of the Board, Findings of Fact, and Conclusions of Law, is attached and incorporated, by reference, as a part of this Order.

6. On or about February 20, 2008, Petitioner submitted a Petition for Reinstatement of License to practice professional nursing in the State of Texas.

7. Petitioner presented the following in support of her petition:

7.1. Order, issued October 24, 2007, dismissing the Indictment under Cause No. 47,210-A and discharging Petitioner from probation for the First Degree Felony Offense of "Possession with Intent to Deliver a Controlled Substance."

7.2. Letter of support, dated January 31, 2008, from Luis Valenciano, Community Supervision Officer, Lubbock-Crosby County, Community Supervision and Corrections Department, Lubbock, Texas, states he supervised Petitioner from May 25, 2004, until she was discharged early on October 24, 2007. Petitioner adjusted to her probation extremely well and completed all requirements in a timely fashion. She reported as required, was very honest and cooperative and made Mr. Valenciano's job easier by doing all that was required of her. Although Petitioner lost her license to practice nursing, she was able to secure employment and continue with her financial obligations. Petitioner has a strong support structure and close circle of friends that have been there for her. Petitioner has a great desire to return to her nursing career, a job that she really enjoyed and was very good at. It would be very detrimental if she were not given the opportunity to get back into a career she was meant to do. Mr. Valenciano has been in the legal profession for over thirty (30) years, and by far, Petitioner is the most deserving individual that he has ever supervised. Petitioner has risen from her mistake and has gotten her life back on track.

7.3. Letter of support, dated January 16, 2008, from Deborah Gomez, RN, BSN, CPN, Nurse Manager-Pediatrics, Covenant Children's Hospital, Lubbock, Texas, states Petitioner was a Registered Nurse at Covenant when Ms. Gomez took over as Nurse Manager in September 2003. She worked the night shift and, as a staff nurse, was excellent in providing patient care. A position came open for Night Shift Charge Nurse and, among the applicants, Petitioner stood out. She was selected based on her experiences and knowledge. Petitioner was always a leader and could handle any

situation. She would make patient assignments fairly and appropriately for acuity. She assigned and completed staffing with creativity and always had the patient's needs and safety as a priority. Petitioner stayed current on her education and updated herself on any nursing care changes. She had a certification in Chemotherapy Administration and Pediatric Advanced Life Support. Petitioner was known to stay over her shift and work many extra shifts to cover the unit and make sure there was enough staff for the patient load, especially during peak season. While Petitioner was employed at Covenant, she also served on committees. She never missed any meetings and fulfilled her duties to those committees completely. Petitioner has committed herself to better the health of the community. She was always a hard worker. She was always friendly and professional to the patients and parents. Petitioner cared deeply for the children and loved her job. Ms. Gomez is in full support of Petitioner receiving her nursing license back and would not hesitate to rehire her when the opportunity does arrive.

- 7.4. Letter of support, dated January 16, 2008, from Ramona Solis, RN, Lubbock, Texas, states she has worked at Covenant Children's Hospital for a total of ten (10) years as either a Staff Nurse or Charge Nurse. When Petitioner was first hired as a nurse's aide, Ms. Solis was the night shift charge nurse on the pediatric floor. From the beginning, Petitioner was reliably punctual. Upon arrival, she was ready to take on her duties until it was time for her to clock out. She was accurate when assessing patient's vital signs and would report any irregularity to the nurse in charge of that patient. She kept a positive attitude and was willing to assist the nurses in any way she could. Once Petitioner was promoted to nurse tech, she willingly shouldered more responsibility. Ms. Solis was impressed with her time management in balancing her duties. Again, she kept a positive attitude, and the other floor nurses enjoyed working with her on individual patient care. Petitioner continued to assist the nurses within her scope of practice. She was never shy about learning new things, nor would she hesitate to ask for assistance or education regarding procedures or protocols. Very early on, as a graduate nurse, Petitioner showed promise for becoming a very strong nurse. Her assessments were accurate, and she continued to ask for assistance when needed. She was very good at listening to the explanation so that she was not asking the same questions over and over. Ms. Solis has seen Petitioner grow from a nurse aide to a charge nurse. Her experience and skills were great assets to the pediatric floor. Ms. Solis highly recommends Petitioner to be reinstated as a Registered Nurse.
- 7.5. Letter of support, dated January 10, 2008, from Donnelle D. Storrs, RN, Lubbock, Texas, states she worked with Petitioner for almost three (3) years on the pediatric floor at Covenant Children's Hospital. Petitioner was spoken of very highly, as everyone relied on her to get the work done. Petitioner was often consulted on regarding a patient's condition or if there was a need to call the physician. Though Petitioner had a full patient load, she would take the time to assess other patients, as needed. Ms. Storrs still looks to the example that Petitioner made. She helped Ms. Storrs prioritize her time between patient care as well as overseeing the care for the

other patients on the floor. Her ability to delegate fairly so that no nurse would be overwhelmed is still difficult for Ms. Storrs to duplicate. Ms. Storrs hopes for Petitioner's speedy return to the pediatric floor.

- 7.6. Letter of support, dated January 18, 2008, from Jennifer Spieker, RN, BSN, Charge Nurse, Pediatrics, Covenant Children's Hospital, Lubbock, Texas, states she had the opportunity to work with Petitioner as she progressed from nurse tech to RN to Charge Nurse. The numerous years they worked together were on the general pediatric floor of the facility. Petitioner has excellent nursing skills. Ms. Spieker has seen her gain intravenous access on patients after several other nurses have failed. Ms. Spieker has also been with her when she performed sterile dressing changes and placed nasogastric tubes and foley catheters without difficulty. While doing these difficult and uncomfortable procedures on very young patients, she always remained calm and comforting. She explained everything to the patients and their parents in terms they could understand and with reasons they could accept. The education Petitioner provided the families extended beyond the hospital to how the parents could best care for their child at home. This ability to educate people naturally led her to become one of the designated mentors for new employees on the unit. She took the time to go over every detail of patient care with the new nursing school graduates in order to ensure the best care for the patients and to ensure that the nurse would be comfortable with their new positions. Patient advocacy was always an important part of Petitioner's nurse care. She used her nursing judgement to provide the very best care and never hesitated to call in other nurses, respiratory therapists, pharmacists or even the doctor when the patient's needs required. Ms. Spieker also witnessed, on several occasions, her conversations with parents concerning their desires versus the patient's medical needs. She always kept the patient as her main focus while working with others to keep the entire family's needs in mind. During the years Ms. Spieker worked with Petitioner, she proved herself to be an honest, caring nurse. Ms. Spieker is anxious to work with her again.
- 7.7. Letter of support from Linda Durbin, RN IV, BSN, CPN, Lubbock, Texas, states she has worked at Covenant Children's Hospital for the past thirty-five (35) years as a pediatric nurse and relief charge nurse. When Petitioner started working as a nurse tech, she was a thorough person, on time to work, helpful, and great with pediatric patients. She was always a great team player. Upon graduating from nursing school, Petitioner was hired to work on the night shift on the pediatric floor. Within a short amount of time she was filling in as relief charge nurse, then became full-time charge nurse on the night shift in pediatrics. Ms. Durbin worked the day shift and would often receive report from Petitioner in the mornings. One could always trust that report as accurate and concise when Petitioner was the charge nurse. Petitioner would do everything possible to be ready for report on time and finished tasks as a charge nurse. Petitioner never passed on tasks to the next shift. Petitioner is intelligent, thoughtful, and easily gets along with others. Ms. Durbin is hopeful that Petitioner will be able to return to Covenant Children's Hospital and work with her.

- 7.8. Letter of support from Aijalon Ashley, RN, Lubbock, Texas, states she had the great pleasure of working with Petitioner for several years on the pediatric medical-surgical unit at Covenant Children's Hospital. When Ms. Ashley was a new nurse, Petitioner was her charge nurse. She had a profound positive impact on Ms. Ashley's early nursing career. Ms. Ashley took comfort in that fact that she had such a professional and compassionate role model. Ms. Ashley remembers several situations when Petitioner's expertise and judgment turned potential disasters into positive outcomes for young patients. Ms. Ashley would be happy for Petitioner to return to care for patients at Covenant. Petitioner is one of the best nurses that Ms. Ashley has ever worked with and highly recommends her without reservation.
- 7.9. Documentation of twenty (20) Type 1 contact hours.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.

ORDER

IT IS THEREFORE AGREED, subject to ratification by the Texas Board of Nursing, that the petition of TIFFANY LASHELL COPLEY, Registered Nurse License Number 662131, to practice professional nursing in the state of Texas, be and the same is hereby DENIED, WITH THE DENIAL STAYED, AND SUBJECT TO THE FOLLOWING PROBATION CONDITIONS SO LONG AS THE PETITIONER complies 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 §211.01 *et. seq.* and the stipulations contained in this Order:

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

IT IS FURTHER AGREED and ORDERED that while Petitioner's license is encumbered by this Order, Petitioner 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 Petitioner wishes to work.

(1) PETITIONER SHALL NOT seek employment or practice nursing for compensation until she has paid all re-registration fees and is issued a license to practice professional nursing in the State of Texas, which shall bear the appropriate notation. Said license issued to TIFFANY LASHELL COPLEY, shall be subject to the following agreed post-licensure probation conditions:

(2) PETITIONER SHALL, within one (1) year of relicensure, 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) contact 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.state.tx.us/disciplinary.action>.

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

(3) PETITIONER SHALL notify each present employer in nursing of this Order of the Board and the probation conditions on PETITIONER's license. 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 within five (5) days of receipt of this Order. PETITIONER SHALL notify all future employers in nursing of this Order of the Board and the probation conditions on PETITIONER's license. 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 prior to accepting an offer of employment.

(4) PETITIONER SHALL CAUSE each present employer in nursing to submit the 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 to submit the 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.

(5) PETITIONER SHALL be supervised by a Registered Nurse who is on the premises. The supervising nurse is not required to be on the same unit or ward as 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.

(6) 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 Registered 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) months for two (2) years of employment as a nurse.

(7) PETITIONER 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, PETITIONER 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 PETITIONER 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.

(8) PETITIONER 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.

Specimens shall be screened for at least the following substances:

Amphetamines	Meperidine
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cannabinoids	Opiates
Cocaine	Phencyclidine
Ethanol	Propoxyphene
tramadol hydrochloride (Ultram)	

A Board representative may appear at the PETITIONER's place of employment at any time during the probation period and require PETITIONER 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. PETITIONER 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 will be regarded as non-compliance with the terms of this Order and may subject the nurse to further disciplinary action by this Board. Failure to report for a drug screen may be considered the same as a positive result and may result in further disciplinary action by this Board.

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, PETITIONER SHALL be issued an unencumbered license and multistate licensure privileges, if any, to practice professional nursing in the State of Texas.

BALANCE OF PAGE INTENTIONALLY LEFT BLANK

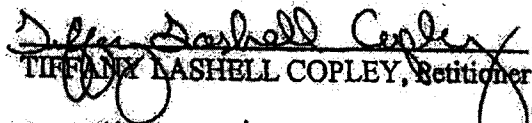
CONTINUED ON NEXT PAGE

PETITIONER'S CERTIFICATION

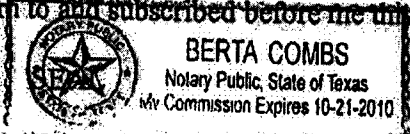
I understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. 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 agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license to practice professional nursing in the state of Texas. I understand that if I fail to comply with all terms and conditions of this Order, my license to practice professional nursing in the State of Texas will be revoked, as a consequence of my noncompliance.

Signed this 04 day of June, 2008.


TIFFANY DASHELL COPLEY, Petitioner

Sworn to and subscribed before me this 24th day of June, 2008.





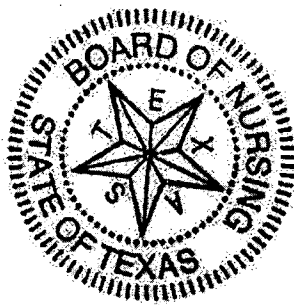
Notary Public in and for the State of TEXAS

Approved as to form and substance.



KENDA B. DAMRYMPLE, Attorney for Petitioner

Signed this 11th day of July, 2008.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 24th day of June, 2008, by TIFFANY LASHELL COPLEY, Registered Nurse License Number 662131, and said Order is final.



Effective this 12th day of August, 2008.


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

BEFORE THE BOARD OF NURSE EXAMINERS
FOR THE STATE OF TEXAS

In the Matter of Registered Nurse	§	
License Number 662131	§	AGREED
issued to TIFFANY LASHELLE COPLEY	§	ORDER

An investigation by the Board of Nurse Examiners for the State of Texas, hereinafter referred to as the Board, produced evidence indicating that TIFFANY LASHELLE COPLEY, hereinafter referred to as Respondent, Registered Nurse License Number 662131, may have violated Section 301.452(b)(3) & (10), Texas Occupations Code.

An informal conference was held on February 13, 2006, at the office of the Board of Nurse Examiners, in accordance with Section 301.464, Texas Occupations Code.

Respondent appeared in person. Respondent was represented by Kenda Dalrymple, Attorney at Law. In attendance were Katherine A. Thomas, MN, RN, Executive Director; James W. Johnston, General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Cynthia A. Smith, Supervising 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 a Diploma in Nursing from Methodist School of Nursing, Lubbock, Texas, on May 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas in July 13, 1999.

5. Respondent has worked consistently for Covenant Health System in Lubbock, Texas since she became licensed to practice professional nursing, both as a staff nurse and a charge nurse. Respondent has earned multiple excellent nursing evaluations, and in 2005, she was named as the Pediatric Nurse of the Year within the entire Covenant system.
6. On or about June 13, 2000, Respondent was arrested by the Amarillo Police Department, Amarillo, Texas, for "Possession of a Controlled Substance 1>400g," a Felony Offense, "Possession of Marijuana <=2000lbs>50lbs," a Felony Offense, and "Illegal Expenditure/Investment of Drug Money," a Felony Offense. On or about May 25, 2004, Respondent entered a plea of guilty to "Possession With Intent to Deliver a Controlled Substance" in the 47th District Court of Potter County, Texas, Cause Number 47210-9. Respondent's adjudication of guilt was deferred and she was placed on community suspension for ten (10) years, assessed a fine of \$10,000 dollars with \$5000 dollars of the fine suspended, and court costs in the amount of \$267.00.
7. The conduct indicated in Finding of Fact Number Six (6) is not the result of issues involving Respondent's nursing practice nor has the Board received any such complaints. Respondent has denied any substance abuse or involvement in the illegal activities described in Finding of Fact Six (6), although her boyfriend at the time was convicted and sentenced to prison for 25 years. Respondent accepted the plea that was offered to avoid the uncertainty and expense of a trial.
8. Charges were filed on June 2, 2005.
9. Charges were mailed to Respondent on June 9, 2005. Respondent filed her Answer on June 23, 2005.
10. Respondent, by her signature to this Order, expresses her willingness to voluntarily surrender her license to practice professional nursing in the State of Texas to spare the Board and herself the expense of a contested case hearing.
11. The Board policy implementing Rule 213.29 in effect on the date of this Agreed Order provides discretion by the Executive Director for consideration of conditional reinstatement after proof of twelve (12) consecutive months of abstinence from alcohol and drugs followed by licensure limitations/stipulations and/or peer assistance program participation.
12. 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. However, the Board has received no specific allegations of intemperate use or chemical dependency against Respondent, and despite Respondent's acceptance of the plea agreement set forth in Finding of Fact Six (6), there is no evidence that Respondent has ever engaged in the intemperate use of controlled substances or is chemically dependent.

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)(3) & (10), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.12 (13).
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against License Number 662131, heretofore issued to TIFFANY LASHELL COPLEY, including revocation of Respondent's professional license to practice nursing in the State of Texas.
5. Under Section 301.453©, Texas Occupations Code, the Board has the authority to accept the voluntary surrender of a license.
6. Under Section 301.453(d), Texas Occupations Code, the Board may impose conditions for reinstatement of licensure.
7. Any subsequent reinstatement of this license will be controlled by Section 301.453(d), Texas Occupations Code, and 22 TEX. ADMIN. CODE §213.26-.29, and any amendments thereof in effect at the time of the reinstatement.

ORDER

IT IS THEREFORE AGREED and ORDERED, that the VOLUNTARY SURRENDER of Registered Nurse License Number 662131, heretofore issued to TIFFANY LASHELL COPLEY to practice professional nursing in the State of Texas, is accepted by the Board of Nurse Examiners. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL immediately deliver the wallet-sized license, heretofore issued to TIFFANY LASHELL COPLEY, to the office of the Board of Nurse Examiners.
2. RESPONDENT SHALL NOT practice professional nursing, use the title "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a

registered nurse during the period in which the license is surrendered.

3. RESPONDENT SHALL NOT petition for reinstatement of licensure until: one (1) year has elapsed from the date of this Order; and, RESPONDENT has obtained objective, verifiable proof of twelve (12) consecutive months of sobriety immediately preceding the petition.
4. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

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

RESPONDENT'S CERTIFICATION

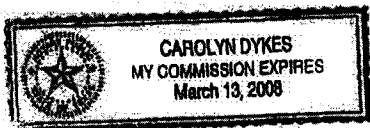
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes final when accepted by the Executive Director at which time the terms of this Order become effective and a copy will be mailed to me.

Signed this 1 day of March, 2006.

Tiffany Lashell Copley
TIFFANY LASHELL COPLEY, Respondent

Sworn to and subscribed before me this 14th day of MARCH, 2006.

SEAL



Tiffany Copley

Carolyn Dykes
Notary Public in and for the State of TEXAS

Approved as to form and substance.


KENDA DALRYMPLE, Attorney for Respondent

Signed this 15th day of March, 2006.

WHEREFORE, PREMISES CONSIDERED, the Board of Nurse Examiners for the State of Texas does hereby accept the voluntary surrender of nursing Registered Nurse License Number 662131, previously issued to TIFFANY LASHELLE COPLEY.

Effective this 20th day of March, 2006.



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