



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.
Katherine A. Thomas
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED
Registered Nurse License Number 715540 §
issued to LINDA DIANE DOROS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LINDA DIANE DOROS, Registered Nurse License Number 715540, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on June 28, 2015.

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 notice and hearing, and agreed to the entry of this Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Excelsior College, Albany, New York, on February 11, 2005. Respondent was licensed to practice professional nursing in the State of Texas on May 24, 2005.
5. Respondent's nursing employment history includes:

5/2005-5/2009	Unknown
---------------	---------

Respondent's nursing employment history continued:

6/2009-11/2012	Director of Nursing	Brown Hand Center Bedford, Texas
1/2012-3/2013	Operating Room RN	Dallas Plastic Surgery Institute Dallas, Texas
12/2012-12/2013	Director of Nursing	Plastic and Reconstructive Surgery of Plano Plano, Texas
12/2013-6/2014	Director of Nursing	Frisco Plastic Surgery Frisco, Texas
6/2014-Present	Clinical Director	Elite Orthopedic and Spine Bedford, Texas

6. At the time of the incident, Respondent was employed as the Clinical Director of Elite Orthopedic and Spine, Bedford, Texas, and had been in that position for eight (8) months.
7. On or about June 23, 2014, Respondent submitted an Application for Employment for the position of Clinical Director to Elite Orthopedic and Spine, Bedford, Texas, which included false information regarding her education. Respondent indicated that she graduated with a four year degree from William Patterson University, Wayne, New Jersey; however Respondent holds an Associate Degree in Nursing from Excelsior College, Albany, New York. The Elite Orthopedic and Spine company website subsequently displayed that Respondent held a Bachelor of Science and a CNOR certification, in addition to Respondent's LinkedIn page that displayed a Bachelor of Science from William Patterson University. Subsequently on February 19, 2015, Respondent submitted a letter to the Texas Board of Nursing which included false information regarding her education. Respondent indicated in the letter that she holds a Bachelor of Science in Nursing from William Patterson University. Respondent's conduct was likely to deceive the public, the employer, and the Board, and could have affected the employer's decision to offer employment.
8. In response to the incident in Finding of Fact Number Seven (7), Respondent states that her attorney prepared a summary of what they had spoken about in regards to a letter from the Board, and presented it to her in draft form for her review and approval. Respondent states that she is now aware that her attorneys used the Elite Orthopedic and Spine website information to create her biographical paragraph and signature block, which contained information that she had a Bachelor's degree and a CNOR certification, which was not correct. Respondent states she is not sure where the information for the company website came from. Respondent states that when she reviewed the proposed draft of the letter to the

Board, she focused her review on the substantive issues of the response and did not closely review the biographical data. Respondent states that her current job does not require a four year degree, and she indicated on her application that she had completed at least four years of school and obtained a degree, and also had attended William Patterson University for Nursing. Respondent states that her employer is aware of her education and experience. Respondent adds that errors in her prior letter to the Board are the product of miscommunication rather than any inappropriate or dishonest conduct.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. ~~Notice was served in accordance with law.~~
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §§217.11(1)(A) and 217.12(6)(H)&(6)(I).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 715540, heretofore issued to LINDA DIANE DOROS.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

TERMS OF ORDER

I. SANCTION AND APPLICABILITY

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of **REMEDIAL EDUCATION WITH A FINE** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

- C. Respondent may not work outside the State of Texas in another nurse licensure compact party state without first obtaining the written permission of the Texas Board of Nursing and the Board of Nursing in the nurse licensure compact party state where Respondent wishes to work.

II. COMPLIANCE WITH LAW

While under the terms of this Order, RESPONDENT agrees to 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.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, RESPONDENT SHALL successfully complete the following remedial education course(s) **within one (1) year of the effective date of this Order, unless otherwise specifically**

indicated:

- A. **A Board-approved course in Texas nursing jurisprudence and ethics** that 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. Home study courses and video programs will not be approved.
- B. 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/these course(s), RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form or SHALL submit the continuing education certificate, as applicable, to the attention of Monitoring at the Board's office. RESPONDENT SHALL first obtain Board approval of any course prior to enrollment if the course is not being offered by a pre-

approved provider. *Information about Board-approved courses and Verification of Course Completion forms are available from the Board at www.bon.texas.gov/compliance.*

IV. MONETARY FINE

RESPONDENT SHALL **pay a monetary fine in the amount of two hundred fifty dollars (\$250.00) within forty-five (45) days of entry of this Order.** 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.

V. RESTORATION OF UNENCUMBERED LICENSE(S)

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 may be eligible for nurse licensure compact privileges, if any.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 when this Order becomes final and the terms of this Order become effective, 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 21 day of August, 2015.

Linda Diane Doros
LINDA DIANE DOROS, Respondent

Sworn to and subscribed before me this 21 day of August, 2015.



Yazmin Avila
Notary Public in and for the State of Texas

Approved as to form and substance.

David Criss, Attorney for Respondent

Signed this _____ day of _____, 20____.

RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this 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 when this Order becomes final and the terms of this Order become effective, 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 possible revocation of my license(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this ____ day of _____, 20____.

LINDA DIANE DOROS, Respondent

Sworn to and subscribed before me this ____ day of _____, 20____.

SEAL

Notary Public in and for the State of _____

Approved as to form and substance.




David Criss, Attorney for Respondent

Signed this 20th day of August, 2015.

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 21st day of August, 2015, by LINDA DIANE DOROS, Registered Nurse License Number 715540, and said Order is final.

Effective this 27th day of August, 2015.



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