



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.
William O'Hanrahan
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED
Registered Nurse License Number 703215	§	
issued to VERONICA NIKI JAMES	§	ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the Board, produced evidence indicating that VERONICA NIKI JAMES, Registered Nurse License Number 703215, hereinafter referred to as Respondent, may be subject to discipline pursuant to Sections 301.452(b)(10)&(13) and 301.453, Texas Occupations Code.

An informal conference was conducted on November 12, 2015, in accordance with Section 301.464, Texas Occupations Code. Respondent appeared in person. Respondent was represented by Linda Maloney, Attorney at Law.

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 a Baccalaureate Degree from Texas Woman's University, Denton, Texas, on December 14, 2003. Respondent was licensed to practice professional nursing in the State of Texas on February 19, 2004.
5. Respondent's nursing employment history includes:

1/2004 - 3/2004	RN	Baylor Medical Center
		Irving, Texas

Respondent's nursing employment history continued:

4/2004 - 5/2009	RN / DON	All Saints Home Health Services Irving, Texas
4/2006 - 6/2012	Diabetic Educator	John Peter Smith Hospital Fort Worth, Texas
7/2012 - 8/2013	Diabetes Nurse Educator	Cook Children's Medical Center Fort Worth, Texas
9/2013 - 7/2014	Unknown	
8/2014 - 10/2014	Registered Nurse	Ethicus Hospital Grapevine, Texas
11/2014 - 8/2015	Registered Nurse	CriticCare Agency Plano, Texas
9/2015 - Present	Not Working	

6. At the time of the incidents, Respondent was employed as a Registered Nurse with Ethicus Hospital, Grapevine, Texas, and had been in that position for two (2) months.
7. On or about October 24, 2014, while employed as a Registered Nurse at Ethicus Hospital, Grapevine, Texas, Respondent failed to assess the blood pressure of Patient Number 600002802 before administration of each dose of Atenolol 50 mg and Isosorbide 20 mg, which are medications that can lower blood pressure. Respondent failed to clarify the medication order with the physician and obtain blood pressure parameters that would indicate when medication(s) should not be administered and/or their dosages decreased, after she obtained low blood pressure readings. Subsequently, the patient required emergent care, transfer to the Intensive Care Unit (ICU), and ultimately expired. Respondent's conduct was likely to injure the patient in that undetected and untreated fluctuations in blood pressure may result in adverse complications, including possible demise.
8. On or about October 24, 2014, while employed as a Registered Nurse at Ethicus Hospital, Grapevine, Texas, Respondent failed to activate the Rapid Response Team (RRT) regarding the change in condition of the aforementioned Patient Number 600002802 requiring emergent care. Respondent notified the physician, but not the Supervisor or the Rapid Response Team, of blood pressure reading of 73/54 mm/Hg whereby the physician ordered to bolus Normal Saline, and Respondent continued to administer blood pressure medications. Respondent's conduct resulted in a delay in emergency treatment for the patient that was needed to prevent further complications, and may have contributed to the patient's

subsequent demise.

9. In response to the incidents in Findings of Fact Numbers Seven (7) and Eight (8), Respondent states that at 8:20, she recorded a blood pressure of 114/70 and the patient was seen by the physician at 9:14. The physician noted a blood pressure of 129/78. Respondent states when Occupational Therapy came into the room between 9:00 and 10:00 AM, the patient was reported as sitting on the edge of the bed and dizzy with a blood pressure of 94/55. Respondent states she continued to monitor the patient and when Physical Therapy entered the room, the patient's blood pressure dropped when he sat up. Respondent states she called the physician to report the low blood pressure and received a verbal order to give an IV bolus, which she gave at 12:30. The patient's medications included Isosorbide for angina and Respondent gave the medication at 12:52. Respondent states she was aware the medication could lower blood pressure, but it was necessary for his heart condition. Respondent states the patient's blood pressure at 14:00 and 16:19 was 97/60 and 93/56. Respondent states she gave the patient the prescribed dose of Isosorbide at 17:49. Respondent states the patient's blood pressure was recorded as 75/50 at approximately 19:30, after she completed the hand-off communication and the oncoming nurse assumed care. Respondent states she used her nursing judgment based on her assessment prior to administering the medication and that the blood pressure being low coincided with Occupational & Physical Therapy moving the patient.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M)&(1)(P) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 703215, heretofore issued to VERONICA NIKI JAMES, including revocation of Respondent's license(s) to practice nursing in the State of Texas.
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 that RESPONDENT SHALL receive the sanction of **REPRIMAND WITH STIPULATIONS** 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. **A Board-approved course in medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. 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. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- C. **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. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a licensed healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Any quarterly period without continuous employment with the same employer for all three

(3) months will not count towards completion of this requirement. 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 period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Direct Supervision:** For the first year [four (4) quarters] 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, as applicable, 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). 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.
- D. **Indirect Supervision:** For the remainder of the stipulation 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.

- E. Nursing Performance Evaluations:** 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 and these reports shall be submitted by the supervising nurse to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

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.

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RESPONDENT'S CERTIFICATION

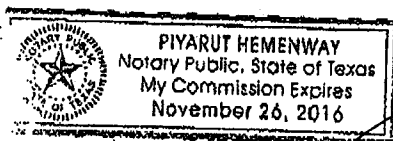
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 6 day of Jan, 2016.

Veronica Niki James
VERONICA NIKI JAMES, Respondent

Sworn to and subscribed before me this 6 day of January, 2016.

SEAL



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

Approved as to form and substance.

[Signature]
Linda Maloney, Attorney for Respondent

Signed this 8 day of January, 2016

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 6th day of January, 2016, by VERONICA NIKI JAMES, Registered Nurse License Number 703215, and said Order is final.

Effective this 9th day of February, 2016.

A handwritten signature in cursive script, appearing to read "Katherine A. Thomas".

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