



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 787271 §
& Vocational Nurse License Number 224818 §
issued to WILLIAM LUTHER FRENCH JR. § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of WILLIAM LUTHER FRENCH JR., Registered Nurse License Number 787271 and Vocational Nurse License Number 224818, 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 March 10, 2016.

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 vocational nurse in the State of Texas is in delinquent status. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from McLennan Community College, Waco, Texas, on August 11, 2009, and received an Associate Degree in Nursing from McLennan Community College, Waco, Texas, on May 7, 2010. Respondent was licensed to practice vocational nursing in the State of Texas on October 13, 2009, and was licensed to practice professional nursing in the State of Texas on June 29, 2010.

5. Respondent's nursing employment history includes:

10/2009 - 4/2010	Unknown	
5/2010 - 9/2012	Staff Nurse	Providence Health Center Waco, Texas
10/2012 - 11/2015	Staff Nurse	Baylor Scott and White Hillcrest Medical Center Waco, Texas
12/2015	Unknown	
1/2016 - Present	Staff Nurse	Conroe Regional Medical Center Conroe, Texas

6. At the time of the initial incident, Respondent was employed as a Staff Nurse with Baylor Scott and White Hillcrest Medical Center, Waco, Texas, and had been in that position for three (3) years and one (1) month.
7. On or about November 16, 2015, while employed as a Staff Nurse with Baylor Scott and White Hillcrest Medical Center, Waco, Texas, Respondent failed to document hourly safety checks in the medical record of Patient Number 7363311. Additionally, Respondent failed to document regarding the patient's plan of care and failed to assess and/or document a shift assessment in the patient's medical record. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patient from unknown or undetected changes in condition.
8. On or about November 16, 2015, while employed as a Staff Nurse with Baylor Scott and White Hillcrest Medical Center, Waco, Texas, Respondent failed to document hourly safety checks in the medical record of Patient Number 8506782. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patient in that subsequent care providers would not have accurate or complete information on which to base their care decisions.
9. On or about November 16, 2015, while employed as a Staff Nurse with Baylor Scott and White Hillcrest Medical Center, Waco, Texas, Respondent failed to document hourly safety checks in the medical record of Patient Number 1249046. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patient in that subsequent care providers would not have accurate or complete information on which to base their care decisions.
10. On or about November 16, 2015, while employed as a Staff Nurse with Baylor Scott and

White Hillcrest Medical Center, Waco, Texas, Respondent failed to document hourly safety checks in the medical record of Patient Number 4017554. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patient in that subsequent care providers would not have accurate or complete information on which to base their care decisions.

11. On or about November 16, 2015, while employed as a Staff Nurse with Baylor Scott and White Hillcrest Medical Center, Waco, Texas, Respondent failed to document hourly safety checks and information regarding the patient's plan of care in the medical record of Patient Number 4539736. Respondent's conduct resulted in an incomplete medical record and was likely to injure the patient in that subsequent care providers would not have accurate or complete information on which to base their care decisions.
12. On or about November 16, 2015, while employed as a Staff Nurse with Baylor Scott and White Hillcrest Medical Center, Waco, Texas, Respondent failed to follow physician's orders to notify the physician when Patient Number 4539726 was admitted to the unit. The physician's order was entered at the start of Respondent's shift and Respondent failed to notify the physician of the patient's arrival to the floor for the entirety of his shift. Respondent's conduct was likely to injure the patient from a delay in nursing and medical care.
13. In response to the incidents in Findings of Fact Numbers Seven (7) through Twelve (12), Respondent states that in regards to Patient Number 7363311, that he did miss documenting his assessment on this patient as he had a high acuity group of patients and it was pointed out to him later. In regards to the lack of charting regarding the other aforementioned patients, Respondent states that he was not aware of any other missed charting during the shift. In regards to Patient Number 4539726, Respondent states that he did miss the order to contact the physician. Respondent states that he is not sure where in the chart this electronic order was placed. Respondent states that he was going to contact the physician for medication orders but it was only a few hours before the physicians would be rounding and therefore, he decided to wait.

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)(D),(1)(M),(1)(P)&(3)(A) 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 787271 and Vocational Nurse License Number 224818, heretofore issued to WILLIAM LUTHER FRENCH JR., 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 physical assessment** 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 must be provided by the same Registered Nurse. The course's content shall include physical assessment of all body systems. The clinical component SHALL include physical assessment of live patients in a clinical setting; Performing assessments on mock patients or mannequins WILL NOT be accepted. 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. **A Board-approved course in nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- D. **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 clinical 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/probation period, RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. RESPONDENT SHALL work only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

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 waive representation by counsel. 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.

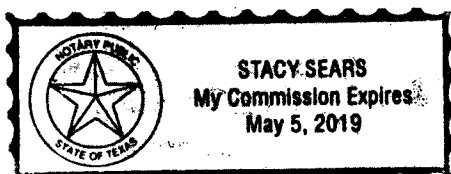
Signed this 26 day of July, 2016.

William Luther French Jr.
WILLIAM LUTHER FRENCH JR., Respondent

Sworn to and subscribed before me this 26th day of JULY, 2016.

SEAL

Stacy Sears
Notary Public in and for the State of TEXAS



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 26th day of July, 2016, by WILLIAM LUTHER FRENCH JR., Registered Nurse License Number 787271 and Vocational Nurse License Number 224818, and said Order is final.

Effective this 13th day of September, 2016.



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