



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

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In the Matter of § AGREED  
Registered Nurse License Number 233851 §  
issued to JANE E LITTLE § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JANE E LITTLE, Registered Nurse License Number 233851, 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)(1)&(10), 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 16, 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 professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate in Nursing Degree in Nursing from Texas Woman's University, Denton, Texas on May 1, 1975. Respondent was licensed to practice professional nursing in the State of Texas on August 6, 1975.
5. Respondent's nursing employment history is unknown.

6. On or about August 19, 2014, Respondent was issued the sanction of WARNING WITH STIPULATIONS by the Texas Board of Nursing. A copy of the Findings of Fact, Conclusions of Law, and Agreed Order dated August 19, 2014, is attached and incorporated, by reference, as part of this Order.
7. On or about August 20, 2015, Respondent failed to comply with the Agreed Order issued to her on August 19, 2014, by the Texas Board of Nursing. Noncompliance is the result of Respondent's failure to comply with Stipulation Number Two (2) of the Agreed Order which states, in pertinent part:  
  
(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in physical assessment...
8. In response to Findings of Fact Number Seven (7), Respondent states she was ordered to submit verification of successful completion of a nursing documentation and Physical assessment with clinical component course by August 20, 2015. She has completed the classroom portion of the Physical assessment course on December 15, 2014, through PHES, Houston. She has been unable to complete the clinical portion of the course because of declining health. She does not have the stamina to work the shifts required for this, due to health issues. In an effort to retain her license, she would like to investigate other ways of meeting this requirement.
9. Formal Charges were filed on April 8, 2016.
10. Formal Charges were mailed to Respondent on April 21, 2016.

#### 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 §217.12(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 233851, heretofore issued to JANE E LITTLE.
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 **WARNING WITH STIPULATIONS** and Respondent's license(s) shall be placed in **INACTIVE** status.

Should RESPONDENT decide in the future to reactivate his/her license(s) to practice nursing in the State of Texas, RESPONDENT SHALL be required to satisfy all then existing requirements for reactivation and RESPONDENT'S reactivated license(s) SHALL BE subject to, at a minimum, the remedial education courses, work restrictions, supervised practice, and employer reporting which would have been requirements of this Order had Respondent not chosen to inactivate his/her nursing license(s).

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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. I further understand that, should I decide in the future to reactivate my license(s), I will be required to satisfy, at a minimum, the additional requirements that would have been part of this Order had the license(s) not been placed in inactive status, as stated herein, as well as all then existing requirements for reactivation.

Signed this 26<sup>th</sup> day of July, 2016.

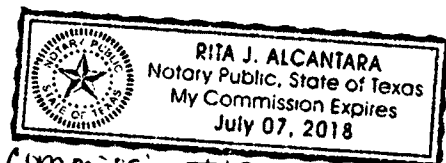
Jane E. Little  
JANE E LITTLE, Respondent

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

SEAL

Rita J. Alcantara

Notary Public in and for the State of Texas



Commission # 12987633-9

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 JANE E LITTLE, Registered Nurse License Number 233851, and said Order is final.

Effective this 13th day of September, 2016.



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



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 233851 §  
issued to JANE E. LITTLE § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the I considered the matter of JANE E. LITTLE, Registered Nurse License Number 233851, 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) and 301.453, Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on April 21, 2014, 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 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 informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received a Baccalaureate in Nursing Degree in Nursing from Texas Woman's University, Denton, Texas on May 1, 1975. Respondent was licensed to practice professional nursing in the State of Texas on August 6, 1975.
5. Respondent's nursing employment history includes:

7/1975 - 8/1976      Staff Nurse      Visiting Nurse Association of Dallas  
Dallas, TX

Respondent's nursing employment history continued:

9/1976 - 9/1978	Public Health Nurse	City of Dallas Health Department Dallas, TX
9/1978 - 5/1979	Staff Nurse	Parkland Memorial Hospital Dallas, TX
6/1979 - 4/1980	Staff Nurse	Northeast Medical Center Hospital Humble, TX
4/1980 - 1/1985	Staff Nurse	St. Jude Hospital Brenham, TX
1/1985 - 1/1987	Review Coordinator	Texas Medical Foundation Houston, TX
9/1987 - 3/1988	Nursing Care Coordinator	Sweetbriar Nursing Home Brenham, TX
4/1988 - 11/1989	Charge Nurse	Trinity Community Medical Center Brenham, TX
12/1989 - 9/1990	Correctional Nurse II	Texas Department of Criminal Justice Wallace Pack Unit II Navasota, TX
9/1990 - 5/1991	Correctional Nurse III	Texas Department of Criminal Justice Wallace Pack Unit I Navasota, TX
5/1991 - 10/1991	Correctional Nurse III	Texas Department of Criminal Justice Ellis I Unit Huntsville, TX
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11/1991 - 12/1993	Unknown	
1/1994 - 6/1994	Charge Nurse III	Texas Department of Criminal Justice Holiday Transfer Facility Huntsville, TX
10/1993 - 2/1994	Nurse Reviewer	Texas Department Human Services Nacogdoches, TX

Respondent's nursing employment history continued:

2/1994 - 3/2001	Staff and Charge Nurse	Memorial Health Systems Lufkin, TX
8/1996 - 2/1999	Director of Nursing	University of Texas Medical Branch Correctional Managed Care Huntsville, TX
4/2001 - Present	Nurse Clinician	University of Texas Medical Branch Correctional Managed Care Huntsville, TX

6. At the time of the initial incident, Respondent was employed as a registered nurse with University of Texas Medical Branch Correctional Managed Care, assigned to the Estelle Unit, Huntsville, Texas, and had been in this position for ten (10) years and seven (7) months.
7. On or about November 22, 2012, while working as a Nurse Clinician with the University of Texas Medical Branch Correctional Managed Care, and assigned to the Estelle Unit, Huntsville, Texas, Respondent failed to assess basic vital signs; Temperature, Pulse, Blood Pressure, and Respirations for Inmate #1363806 who presented to the clinic with chest pain. Respondent's conduct exposed the inmate unnecessarily to a risk of harm from complications due to undiagnosed and, consequently, untreated disease processes.
8. On or about November 22, 2012, while working as a Nurse Clinician with the University of Texas Medical Branch Correctional Managed Care, and assigned to the Estelle Unit, Huntsville, Texas, Respondent failed to follow the chest pain protocol of administering aspirin, oxygen and placing Inmate on a Cardiac Monitor when Inmate #1363806 presented to clinic with chest pain. Respondent's conduct exposed the inmate unnecessarily to a risk of harm from a delay of treatment of her disease process.
9. On or about November 22, 2012, while working as a Nurse Clinician with the University of Texas Medical Branch Correctional Managed Care, and assigned to the Estelle Unit, Huntsville, Texas, Respondent falsified Inmate #1363806's medical record by documenting the inmate returned to medical clinic at 18:15. Subsequently, the Medical Security Log does not reflect Inmate #1363806 returning to the clinic. Additionally, the documentation was entered four (4) days later on November 26, 2012, the same day medical provider expressed concern over the inmate. Respondent's conduct resulted in an incomplete medical record, and was likely to injure the inmate in that subsequent care givers did not have accurate information on which to base their decisions for further care.
10. In response to Finding of Fact Number Seven (7) through Nine(9), Respondent denies and states that she did assess Inmate #1363806, notified and discussed the case with the



physician. The inmate did not return prior to her shift change at 18:15, although the door officer called the inmate twice. Respondent reported the assessment and further calls to Inmate #1363806 to the oncoming nurse. Respondent's next shift was not until November 26, 2012, and that is when she questioned the previous oncoming nurse if the inmate had returned. The nurse assured her that he had, and that is the response that she documented in the record. Respondent further states that it is a common error for security not to document an inmate in the clinic, and she does not know why the other nurse did not enter documentation for the visit. Respondent admits that she should not have placed the late entry for November 22, 2013 at 18:15 and denies that there was intent to falsify the record.

#### 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)&(3)(A). and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4)&(6)(A).
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 233851, heretofore issued to JANE E LITTLE, including revocation of Respondent's license(s) to practice nursing in the State of Texas.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of a WARNING WITH STIPULATIONS, and RESPONDENT 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, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.

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

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

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT 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.

RESPONDENT 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 RESPONDENT'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/compliance>

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in physical assessment. RESPONDENT SHALL obtain Board approval of the course prior to enrollment. 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. RESPONDENT SHALL perform physical assessments on live patients in a clinical setting for a minimum of twenty-four (24) hours. The clinical component SHALL focus on tasks of physical assessment only and shall be provided by the same Registered Nurse who provides the didactic portion of this course. To be approved, the course shall cover all systems of the body. 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. RESPONDENT SHALL successfully complete both the didactic and clinical portions of the course to satisfy this stipulation. RESPONDENT SHALL CAUSE the instructor to submit a Verification of Course Completion form, provided by the Board, to the office of the Board to verify RESPONDENT'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/compliance>.*

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT 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. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall

include Nurses. The course shall include content on the following: 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. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT'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/compliance>.*

(4) RESPONDENT 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, RESPONDENT 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. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/compliance>.*

(5) RESPONDENT SHALL pay a monetary fine in the amount of \$250.

RESPONDENT SHALL pay this fine within 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.

**IT IS FURTHER AGREED, SHOULD RESPONDENT PRACTICE AS A NURSE IN THE STATE OF TEXAS, RESPONDENT WILL PROVIDE DIRECT PATIENT CARE AND**

PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND RESPONDENT MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR(S) OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. 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 STIPULATION PERIOD:

(6) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT 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. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT 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.

(7) RESPONDENT SHALL notify each present employer in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT 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. RESPONDENT SHALL notify all future employers in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT 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.

(8) 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.

(9) 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. 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 one (1) year(s) of employment as a nurse.

IT IS FURTHER AGREED, that 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

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RESPONDENT'S CERTIFICATION

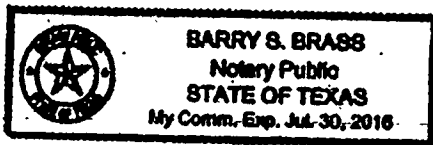
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and 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 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 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.

Signed this 7<sup>th</sup> day of July, 2014.

Jane E Little  
JANE E. LITTLE, RESPONDENT

Sworn to and subscribed before me this 7 day of July, 2014.

SEAL



Barry S Brass  
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 7th day of July, 2014, by JANE E. LITTLE, Registered Nurse License Number 233851, and said Order is final.

Effective this 19th day of August, 2014.



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