



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 864408 §  
issued to CAROLYN BOYD GUILLORY § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CAROLYN BOYD GUILLORY, Registered Nurse License Number 864408, 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 July 29, 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 Degree in Nursing from University of Texas, Arlington, Texas, on May 1, 2014. Respondent was licensed to practice professional nursing in the State of Texas on September 11, 2014.
5. Respondent's nursing employment history includes:

09/2014 - 10/2014	Registered Nurse	Lifenet Community Behavioral Health Dallas, Texas
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Respondent's nursing employment history continued:

10/2014 - 01/2015	Registered Nurse	Silverado Hospice and Memory Care Unknown
12/2014 - 11/2015	Registered Nurse	Mayhill/Timberlawn Hospital Dallas, Texas
11/2015 - Present	Registered Nurse	Federal Bureau of Prisons - FCI Seagoville Seagoville, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, and had been in that position for approximately one (1) month.
7. On or about December 19, 2015, through January 2, 2016, while employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, Respondent falsely documented the administration of Clonazepam 0.5mg tablets in the medical record of Patient Number 44349-177, when there were no medication withdrawals from the Pyxis Medication Dispensing System associated with the time or date of administration. Respondent's conduct created an inaccurate medical record and failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment.
8. On or about January 2, 2016, through January 6, 2016, while employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, Respondent withdrew Clonazepam 0.5mg tablet and Oxycodone 10/325mg tablet from the Pyxis Medication Dispensing System for Patient Number 44863-177 and Patient Number 30722-177, in excess frequency and/or dosage of physicians' orders. Respondent's conduct was likely to injure patients in that the administration of medication in excess frequency and/or dosage of the physicians' orders could result in the patients suffering from adverse reactions. Additionally, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
9. On or about January 2, 2016, through January 8, 2016, while employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, Respondent withdrew Clonazepam 0.5mg tablet and Acetaminophen with Codeine 300/60mg tablet from the medication dispensing system for Patient Number 44863-177 and Patient Number 44991-066, but failed to document and/or accurately and completely document the administration of the medication in the patients' Medication Administration Record (MAR) and/or Nurses' Notes. Respondent's conduct was likely to injure the patients in that subsequent care givers would rely on her documentation to further medicate the patients, which could result in an

overdose. Additionally, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

10. On or about January 2, 2016, through January 8, 2016, while employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, Respondent withdrew Clonazepam 0.5mg tablet and Acetaminophen with Codeine 300/60mg tablet from the medication dispensing system for Patient Number 44863-177 and Patient Number 44991-066, but failed to follow the facility's policy and procedure for wastage of the unused portions of the medications. Respondent's conduct left medications unaccounted for, was likely to deceive the hospital pharmacy, and placed the pharmacy in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.
11. On or about January 2, 2016, through January 8, 2016, while employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, Respondent misappropriated Clonazepam and Acetaminophen with Codeine belonging to the facility and patients thereof, or failed to take precautions to prevent such misappropriation. Respondent's conduct was likely to defraud the patients of the cost of the medications.
12. On or about January 17, 2016, while employed as a Registered Nurse with the Federal Bureau of Prisons-FCI Seagoville, Seagoville, Texas, Respondent withdrew and administered Acetaminophen with Codeine from the Pyxis Medication Dispensing System for Patient Number 66295-280 without a physician's order. Respondent's conduct was likely to injure the patient in that the administration of medications without a valid physician's order could result in the patient suffering from adverse reactions, and Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act).
13. In response to the incidents in Findings of Fact Numbers Seven (7) through Twelve (12), Respondent states that she did not know the correct procedure to return medications at the time and just remembers opening the drawer and setting medication in there. In response to the incident in Finding of Fact Number Eight (8), Respondent explains that the drawer was accessed three (3) times for one patient, but that the amount pulled was correct. Respondent states that the Pyxis count might have been incorrect because she responded to the quantity after she pulled and the count should have occurred prior to pulling. In response to the incidents in Findings of Fact Numbers Nine (9) through Eleven (11), Respondent states that Oxycodone was provided to a different patient as a result of the medication being available in the Pyxis but not the MAR. In addition, Respondent explains that it is easy to accidentally check the wrong patient's name to have received their medication as it is a list of names on the MAR in alphabetical order. Respondent states that she did incorrectly document on the MAR that she gave medication, but there was no medication available to give to that patient nor was the patient present that day. In response to Finding of Fact Number Twelve (12), Respondent explains that there are situations where there is medication in the Pyxis that is not visible in the MAR, and vice versa. Respondent states that considers herself a new nurse who has been ill prepared to practice in this setting as a result of minimal to no training

related to her position as an RN.

### 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)&(3) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C),(4),(6)(A),(6)(G),(8),(10)(B),(10)(C)&(11)(B).
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 864408, heretofore issued to CAROLYN BOYD GUILLORY.
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** 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. **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](http://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 four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) 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. Indirect Supervision:** 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.
  
- D. 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 four (4) quarters [one (1) year] 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

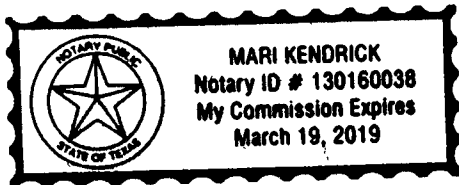
I understand that I have the right to legal counsel prior to signing this Agreed Order.

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<sup>th</sup> day of September, 2016.  
Carolyn Boyd Guillory  
CAROLYN BOYD GUILLORY, Respondent

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

SEAL



Mari Kendrick

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 26<sup>th</sup> day of September, 2016, by CAROLYN BOYD GUILLORY, Registered Nurse License Number 864408, and said Order is final.

Effective this 27<sup>th</sup> day of October, 2016.



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