



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 665882	§	
issued to TRICIA MICHELLE MILLS	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TRICIA MICHELLE MILLS, Registered Nurse License Number 665882, 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 August 25, 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 Texas Womens University, Denton, Texas on December 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on January 19, 2000.
5. Respondent's nursing employment history includes:

01/2000 - 04/2002	Staff Nurse	Parkland Hospital Dallas, Texas
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Respondent's nursing employment history continued:

11/2001 - 05/2004	Staff Nurse	Presbyterian Hospital Plano/Dallas, Texas
05/2004 - 12/2005	Staff Nurse	Centennial Medical Center Frisco, Texas
12/2005 - 11/2008	Staff Nurse	Medical Center of Plano Plano, Texas
11/2008 - 12/2013	Staff Nurse	Children's Medical Center Dallas, Texas
01/2014 - Present	Unknown	

6. On October 22, 2015, Respondent's license to practice professional nursing in the State of Texas was issued the sanction of LIMITED LICENSE through an Agreed Order by the Board. The Findings of Fact, Conclusions of Law, and Agreed Order dated October 22, 2015, is attached and incorporated by reference, as part of this Order.
7. On August 11, 2016, Respondent contacted the Board and indicated that she would become non-compliant with her Agreed Order due to her inability to complete the Jurisprudence and Ethics course by the one year deadline. Respondent informed the Board that since her neurosurgery to remove multiple meningiomas, her condition improved for a while, but then worsened. Respondent had been taken off anti-seizure medication, but recently had two seizures within a two week period and is now on anti-seizure medication again. Respondent indicated that she has had recent exacerbations of her Multiple Sclerosis as well and that her short term memory is "zero".

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 665882, heretofore issued to TRICIA MICHELLE MILLS.
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).

#### **II. SUPERCEDING ORDER**

IT IS FURTHER AGREED and ORDERED that the sanction and conditions of this Order SHALL supercede all previous stipulations required by any Order entered by the Texas Board of Nursing.

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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 19 day of September, 2016.

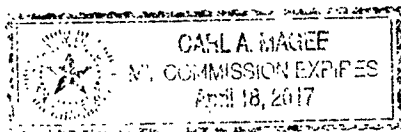
Tricia Michelle Mills  
TRICIA MICHELLE MILLS, Respondent

Sworn to and subscribed before me this 19 day of September, 2016.

SEAL

Carl A. Magee

Notary Public in and for the State of Texas



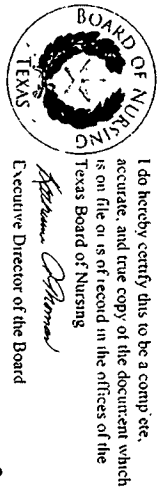
WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 19<sup>th</sup> day of September, 2016, by TRICIA MICHELLE MILLS, Registered Nurse License Number 665882, and said Order is final.

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

A handwritten signature in black ink, appearing to read "Katherine A. Thomas".

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



BEFORE THE TEXAS BOARD OF NURSING

\*\*\*\*\*

In the Matter of	§	AGREED
Registered Nurse License Number 665882	§	
issued to TRICIA MICHELLE MILLS	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TRICIA MICHELLE MILLS, Registered Nurse License Number 665882, 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),(12)&(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 September 9, 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 a Baccalaureate Degree in Nursing from Texas Woman's University, Denton, Texas on December 1, 1999. Respondent was licensed to practice professional nursing in the State of Texas on January 19, 2000.
5. Respondent's nursing employment history includes:

1/2000 - 4/2002	Staff Nurse	Parkland Hospital Dallas, Texas
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Respondent's nursing employment history continued:

11/2001 - 5/2004	Staff Nurse	Presbyterian Hospital Plano/Dallas, Texas
5/2004 - 12/2005	Staff Nurse	Centennial Medical Center Frisco, Texas
12/2005 - 11/2008	Staff Nurse	Medical Center of Plano Plano, Texas
11/2008 - 12/2013	Staff Nurse	Children's Medical Center Dallas, Texas
1/14 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Children's Medical Center, Dallas, Texas, and had been in that position for four (4) years and eleven (11) months.
7. On or about October 24, 2013, while employed as a Registered Nurse with Children's Medical Center, Dallas, Texas, Respondent lacked fitness to practice professional nursing, in that she exhibited unclear speech, had difficulty staying awake, and had enlarged pupils. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
8. On or about November 28, 2013, while employed as a Registered Nurse with Children's Medical Center, Dallas, Texas, Respondent lacked fitness to practice professional nursing, in that she exhibited slurred speech, appeared confused, and fell asleep at her computer. Additionally, Respondent left the unit for an extended amount of time without notifying her supervisor. Respondent's condition could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger. Furthermore, Respondent's conduct was likely to injure patients in that leaving the nursing assignment could have resulted in the patients not getting the care that they needed.
9. In response to Finding of Fact Number Seven (7), Respondent states on October 24, 2013, Respondent states she woke up feeling fatigued with a headache; however, Respondent went to work and took care of her patients for half the day and then asked to go home.

Respondent states she is aware that when she has a flare-up (has multiple sclerosis) she has an unsteady gait and her speech is not always clear. In response to Finding of Fact Number Eight (8), Respondent states that on November 28, 2013, she was scheduled to work two days in a row and was fighting a cold. Respondent states she went to work and made the mistake of saying she was tired and didn't feel good, and other employees may have noticed her gait was unsteady and speech may not have been clear. Respondent asked to go home early since the facility had people on call that day. Respondent further states she was able to do patient care and charting and did not fall asleep at work.

11. Formal Charges were filed on September 24, 2014.
12. Formal Charges were mailed to Respondent on September 30, 2014.

#### 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)(I) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(E),(4),(5)&(12).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10),(12)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 665882, heretofore issued to TRICIA MICHELLE MILLS, 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 **LIMITED LICENSE WITH STIPULATIONS** in accordance with the terms of this Order.



- A. While under the terms of this Order, **RESPONDENT SHALL NOT provide direct patient care.** For the purposes of this Order, direct patient care involves a personal relationship between the nurse and the client, and includes, but is not limited to: teaching, counseling, assessing the client's needs and strengths, and providing skilled nursing care.
- B. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- C. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- D. 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 entry of this Order:**

**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.

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. RESTORATION OF PATIENT CARE PRIVILEGE AND/OR UNENCUMBERED LICENSE(S)**

SHOULD RESPONDENT desire to provide direct patient care, RESPONDENT SHALL petition the Board for such approval, at which time, the RESPONDENT MUST satisfy all then existing requirements for re-issuance of the privilege to provide direct patient care. Further, the Board may impose reasonable conditions that must be satisfied by the RESPONDENT before re-issuance of an unencumbered license, which, at a minimum, shall include the remedial education courses, work restrictions, supervised practice, and/or employer reporting which would have been requirements of this Order had the license(s) not been placed in limited status.

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RESPONDENT'S CERTIFICATION

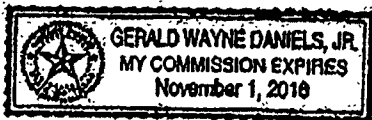
I understand that I have the right to legal counsel prior to signing this Agreed Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said 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 10 day of Sept., 2015.

Tricia Michelle Mills  
TRICIA MICHELLE MILLS, Respondent

Sworn to and subscribed before me this 10th day of September, 2015.

SEAL



[Signature]  
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 10<sup>th</sup> day of September, 2015, by TRICIA MICHELLE MILLS, Registered Nurse License Number 665882, and said Order is final.

Effective this 22<sup>nd</sup> day of October, 2015.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas".

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