



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or its 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 540574 §
& Vocational Nurse License Number 115890 §
issued to SUZANNE M. HUMBIRD § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of SUZANNE M. HUMBIRD, Registered Nurse License Number 540574 and Vocational Nurse License Number 115890, 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 June 28, 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 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 Angelina College, Lufkin, Texas, on July 10, 1986. Respondent received an Associate Degree in Nursing from Angelina College, Lufkin, Texas, on May 1, 1987. Respondent was licensed to practice vocational nursing in the State of Texas on November 22, 1986. Respondent was licensed to practice professional nursing in the State of Texas on August 24, 1987.

5. Respondent's professional nursing employment history includes:

07/1987 - 03/1990	RN	Trinity Memorial Hospital Trinity, Texas
03/1990 - 09/1990	RN	Avalon Place Nursing Home Trinity, Texas
03/1990 - 01/1994	RN	Houston County Hospital Crockett, Texas
01/1994 - 05/1996	RN	Trinity Memorial Hospital Trinity, Texas
1996 - 1998	RN	Houston County Hospital Crockett, Texas
1998 - 2002	RN	UTMB Correctional Managed Care Galveston, Texas
2002 - 9/2013	RN	East Texas Medical Center Trinity Trinity, Texas
09/2013 - 05/2014	RN	St. Luke's Woodlands Hospital The Woodlands
05/2014 - Present	RN	Helping Hands Agency Jasper, Texas
08/2014 - Present	RN	East Texas Medical Center Trinity Trinity, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with St. Luke's Woodlands Hospital, The Woodlands, Texas, and had been in that position for approximately seven (7) months

7. On or about April 25, 2014, while employed with St. Luke's Woodlands Hospital, The Woodlands, Texas, Respondent withdrew Lorazepam 2mg from the Medication Dispensing System (Pyxis) for patients, but failed to follow the facility's policy and procedure regarding wastage of any of the unused portion of the medication. Respondent's conduct left medication unaccounted for, was likely to deceive the hospital pharmacy, and placed the pharmacy in violation of the Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

8. On or about April 25, 2014, while employed with St. Luke's the Woodlands Hospital, The Woodlands, Texas, Respondent failed to take precautions to prevent the misappropriation of Lorazepam 2mg, belonging to the facility and patients thereof. Respondent's conduct was likely to defraud the facility and patients of the cost of the medication.
9. On or about May 7, 2015, through May 8, 2015, while employed with St. Luke's Woodlands Hospital, The Woodlands, Texas, Respondent failed to administer D50 for glucose <70mg/dl to Patient Medical Record Number 05085615, as ordered by the physician. Respondent's conduct exposed the patient unnecessarily to risk of harm from ineffective treatment which could have resulted in a delay in the patient's recovery.
10. On or about May 7, 2014, through May 8, 2014, while employed with St. Luke's the Woodlands Hospital, The Woodlands, Texas, Respondent failed to timely administer two (2) units of platelets and two (2) units of Fresh Frozen Plasma (FFP) for Patient Medical Record Number 05085615, which may have delayed a surgery scheduled for the next morning. The order was placed at 16:26 on May 7, 2014 and the units were not completed until 09:41 on May 8, 2014. Respondent's conduct exposed the patient unnecessarily to risk of harm from ineffective treatment which could have resulted in a delay in the patient's treatment and recovery.
11. On or about May 7, 2014, through May 8, 2014, while employed with St. Luke's the Woodlands Hospital, The Woodlands, Texas, Respondent failed to place a verbal order to withhold oral food and fluids (NPO) before a surgical procedure, in Patient Medical Record Number's 05085615 medical record. As a result the patient received a food tray, ate 10% of the meal, and the surgery had to be rescheduled. Respondent's conduct was likely to injure the patient in that subsequent care givers would rely on her documentation to provide ongoing medical care for the patient.
12. On or about May 7, 2014 through May 8, 2014, while employed with St. Luke's the Woodlands Hospital, The Woodlands, Texas, Respondent failed to perform a Hibiclens bath during the evening shift, per protocol, when the patient was scheduled for a morning surgery. Respondent's conduct could have delayed surgery.
13. In response to Findings of Fact Numbers Seven (7) and Eight (8), Respondent states she was still becoming accustomed to the procedure for wasting medication using the Accudose system at the facility. She adamantly denies intentionally misappropriating the Lorazepam but acknowledges her error when she did not engage another nurse to witness the wastage as soon as the medication was administered. In response to Findings of Fact Numbers Nine (9) and Ten (10), Respondent refrained from administering glucose because of her inexperience with Flash Frozen Plasma (FFP). She was aware that the patient was hyperglycemic and was fearful of administering the glucose along with the FFP, so she gave the patient glucose enriched food instead. She now realizes that FFP does not have a

significant effect on glucose levels. In response to Findings of Fact Numbers Eleven (11) and Twelve (12), Respondent admits she did not put the verbal NPO order in the computer system. However, she did verbally instruct the nurse coming in that the patient was scheduled for surgery. Respondent admits she did not perform the hibiclens bath per policy, however she was not sure that the surgery was going to be performed, as there was no actual order for the surgery until the surgeon called at 0650 on the morning of May 8th.

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)(N)&(1)(O) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4),(6)(G),(8),(10)(C)&(11)(B).
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 540574 and Vocational Nurse License Number 115890, heretofore issued to SUZANNE MARIE HUMBIRD.
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

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, providing direct patient care in a licensed 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

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.*

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- 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. THERAPY

While working as a nurse under the terms of this Order, RESPONDENT SHALL participate in therapy with a professional counselor approved by the Board. RESPONDENT SHALL CAUSE the therapist to submit written reports, on forms provided by the Board, as to the RESPONDENT'S progress in therapy, rehabilitation and capability to safely practice nursing. The report must indicate whether or not the RESPONDENT'S stability is sufficient to provide direct patient care safely. For the first three (3) month quarterly period RESPONDENT works as a nurse under the

terms of this Order, reports are to be submitted to the Board each and every month. If therapy is recommended by the counselor for an additional period of time, the reports shall then be submitted to the Board at the end of each three (3) month quarterly period in which the RESPONDENT is working as a nurse under the terms of this Order, for the remainder of the term of the Order, or until RESPONDENT is dismissed from therapy, whichever is earlier.

VI. 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

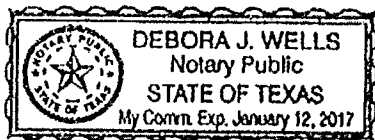
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 22 day of February, 2016.

Suzanne M. Humbird
SUZANNE M. HUMBIRD, Respondent

Sworn to and subscribed before me this 22 day of February, 2016

SEAL



Debora J. Wells
Notary Public in and for the State of Texas

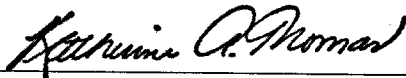
Approved as to form and substance.

Rodney Montes, Attorney for Respondent
David Langenkeld

Signed this 26th day of February, 2016

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 22nd day of February, 2016, by SUZANNE M. HUMBIRD, Registered Nurse License Number 540574 and Vocational Nurse License Number 115890, and said Order is final.

Effective this 21st day of April, 2016.



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