



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
LULA MAE GLASGOW,
PETITIONER for Eligibility for Licensure

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AGREED

ELIGIBILITY ORDER

On this day, the Texas Board of Nursing, hereinafter referred to as the Board, considered the Endorsement Application, which has been processed as a Petition for Declaratory Order, hereinafter referred to as the Petition, pursuant to 22 TEX. ADMIN. CODE §217.5(f) and §213.30, and supporting documents filed by LULA MAE GLASGOW, hereinafter referred to as PETITIONER, requesting a determination of eligibility for licensure in compliance with Sections 301.252, 301.257, and 301.260, Texas Occupations Code, and the Board's Rules at 22 TEX. ADMIN. CODE §217.5(f) and §213.30, together with any documents and information gathered by staff and Petitioner's Certification contained herein.

Information received by the Board produced evidence that PETITIONER may be ineligible for licensure pursuant to Sections 301.452(b)(8)&(10) and 301.453, Texas Occupations Code.

PETITIONER waived notice and hearing, and agreed to the entry of this Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on July 12, 2017.

FINDINGS OF FACT

1. On or about January 7, 2016, Petitioner submitted the Petition requesting a determination of eligibility for licensure.
2. Petitioner received an Associate Degree in Nursing from Elizabethtown Community and Technical College, Elizabethtown, Kentucky, on December 1, 2010.

3. Petitioner completed the Petition and answered "Yes" to the question which reads as follows: "*Has any licensing authority refused to issue you a license or ever revoked, annulled, cancelled, accepted surrender of, suspended, placed on probation, refused to renew a professional license, certificate or multi-state privilege held by you now or previously, or ever fined, censured, reprimanded or otherwise disciplined you?*"
4. On October 21, 2014, Petitioner was issued an Agreed Order by the Kentucky Board of Nursing. A copy of the October 21, 2014, Agreed Order is attached, and incorporated, by reference as part of this Order.
5. On January 4, 2016, Petitioner satisfied all terms and conditions as set forth in the Agreed Order issued on October 21, 2014, by the Kentucky Board of Nursing.
6. After considering the action taken by the Kentucky Board of Nursing, along with Petitioner's subsequent conduct, the Executive Director is satisfied that Petitioner should be able to meet the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
7. Petitioner has sworn that, with the exception of matters disclosed in connection with the Petition, her past behavior conforms to the Board's professional character requirements at 22 TEX. ADMIN. CODE §213.27.
8. The Executive Director considered evidence of Petitioner's past behavior in light of the character factors set out in 22 TEX. ADMIN. CODE §213.27 and determined that Petitioner currently demonstrates the criteria required for good professional character.
9. The Executive Director's review of the grounds for potential ineligibility has been made on the basis of Petitioner's disclosures.
10. Petitioner has been advised by the Board that any information found to be incomplete, incorrect or misleading to the Board or a subsequent discovery of a basis of ineligibility will be considered by the Board and may result in an ultimate determination of ineligibility or the later revocation of a license obtained through fraud or deceit.
11. Petitioner shall immediately notify the Board of any fact or event that could constitute a ground of ineligibility for licensure under Section 301.452(b), Texas Occupations Code.

CONCLUSIONS OF LAW

1. The Board has jurisdiction over this matter pursuant to Sections 301.452 and 301.453, Texas Occupations Code.

2. On or about January 7, 2016, Petitioner submitted the Petition requesting a determination of eligibility for licensure in compliance with Sections 301.252, 301.257, and 301.260, Texas Occupations Code, and the Board's Rules at 22 TEX. ADMIN. CODE §217.5(f) and §213.30.
3. Petitioner's history reflects conduct which may constitute grounds for denial of a license under Section 301.452(b)(8)&(10), Texas Occupations Code.
4. The Board may probate the denial of a license under conditions for a specified term pursuant to Section 301.453, Texas Occupations Code.
5. The Board may license an individual with prior behaviors inconsistent with the Board's character requirements if, upon evaluation of the factors in 22 TEX. ADMIN. CODE §213.27, and pursuant to 22 TEX. ADMIN. CODE §213.33, the Board is satisfied that the individual is able to consistently conform her conduct to the requirements of the Nursing Practice Act, the Board's Rules and Regulations, and generally accepted standards of nursing practice.
6. This Order is conditioned upon the accuracy and completeness of Petitioner's disclosures. Any subsequently discovered discrepancies will result in investigation and possible disciplinary action, up to revocation of Petitioner's license(s).

TERMS OF ORDER

I. ELIGIBILITY FOR LICENSURE

IT IS THEREFORE AGREED and ORDERED that the application of PETITIONER is hereby **GRANTED**, and upon payment of any required fees and meeting all other applicable requirements, PETITIONER SHALL be issued the applicable license to practice nursing in the State of Texas in accordance with the terms of this Order.

II. COMPLIANCE WITH LAW AND APPLICABILITY

While under the terms of this Order, PETITIONER 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.

- A. Until successfully completed, any and all licenses issued to Petitioner shall be subject to the terms of this Order.
- B. This Order SHALL be applicable to PETITIONER'S nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. As a result of this Order, PETITIONER'S license will be designated "single state" and PETITIONER 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 PETITIONER wishes to work.

III. REMEDIAL EDUCATION COURSE(S)

In addition to any continuing education requirements the Board may require for licensure renewal, Petitioner SHALL successfully complete the following remedial education course(s) **within one (1) year of licensure, 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. 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), Petitioner 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. Petitioner 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. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Order, all encumbrances will be removed from PETITIONER'S license(s) to practice nursing in the State of Texas and PETITIONER may be eligible for nurse licensure compact privileges, if any.

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PETITIONER'S CERTIFICATION

I am the Petitioner in this matter. I have fully and truthfully disclosed all of my past conduct which could constitute grounds for licensure ineligibility, and I have caused a complete and accurate criminal history to be submitted to the Texas Board of Nursing from each jurisdiction in which I have been adjudged guilty by way of conviction or deferred order. I certify that my past behavior, except as disclosed in my application/petition, has been in conformity with the Board's character rule. I have provided the Board with complete and accurate documentation of my past conduct in violation of the penal law of any jurisdiction which was disposed of through any procedure short of conviction, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

In connection with my application, I acknowledge that I have read and I understand Sections 301.157(d), 301.252, 301.253, 301.257, 301.258, 301.260, 301.452, and 301.453, Texas Occupations Code, and Chapter 53, Section 53.001 *et seq.*, Texas Occupations Code, and 22 TEX. ADMIN. CODE §§213.27, 213.28, 213.29, and 213.30. I agree with all terms of this Order, including the Findings of Fact and Conclusions of Law and any stipulations as set out in this Order. I acknowledge that this Order is stipulated and I understand that I am not eligible to receive a Temporary Permit to practice nursing. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to accepting any license from the Texas Board of Nursing.

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) and nurse licensure compact privileges, if any, to practice nursing in the State of Texas, as a consequence of my noncompliance.

I understand that I can be represented by an attorney in this matter. I waive representation by counsel, notice, administrative hearing, and judicial review of this Order and request that the Texas Board of Nursing ratify this Order.

Signed this 29 day of August, 2017
Lula Mae Glasgow
LULA MAE GLASGOW, PETITIONER

Sworn to and subscribed before me this 29 day of August, 2017.

SEAL

Samantha Baumer
Notary Public in and for the State of Texas



WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby accept and enter the Agreed Eligibility Order that was signed on the 29th day of August, 2017, by LULA MAE GLASGOW, PETITIONER for Eligibility for Licensure, and said Order is final.

Effective this 7th day of September, 2017.



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

KENTUCKY BOARD OF NURSING

AGREED ORDER
CASE # 2014-1380

IN RE: LULA CARROLL

RN LICENSE # 1126386

The Kentucky Board of Nursing, hereinafter referred to as the Board, has probable cause to believe that Lula Carroll has violated KRS Chapter 314. Lula Carroll, hereinafter referred to as Ms. Carroll, desiring to avoid a formal administrative hearing, enters into this Agreed Order with the Board.

Ms. Carroll agrees and stipulates to the following facts for the limited purpose of this Agreed Order:

The Board received information from Hardin Memorial Hospital, Elizabethtown, Kentucky, that Ms. Carroll submitted a "for cause" urine screen on April 15, 2014. The urine drug screen resulted positive for cannabis, Temazepam and Oxazepam. Ms. Carroll could not produce a valid prescription to support the positive result for Temazepam and Oxazepam. Ms. Carroll admitted to drinking tea that was brewed with cannabis while visiting a friend. Ms. Carroll also admitted taking a friend's Valium (Diazepam) a Schedule IV controlled substance, and stated this was the cause of the positive result for Temazepam and Oxazepam.

The Board acknowledges receipt of the following: a letter of response from Ms. Carroll dated May 26, 2014, admitting her inappropriate actions; a chemical dependency/mental health evaluation dated August 12, 2014, from The Morton Center, Louisville, Kentucky, recommending monitoring by the Board; and one (1) letter of recommendation from a peer.

Ms. Carroll acknowledges these actions are in violation of KRS 314.091(1).

The board shall have the power to reprimand, deny, limit, revoke, probate, or suspend any license or credential to practice nursing issued by the board or applied for in accordance with this chapter or the privilege to practice as a nurse recognized by the board in accordance with this chapter, or to otherwise discipline a licensee, credential holder, privilege holder, or applicant, or to deny admission to the licensure examination, or to require evidence of evaluation and therapy upon proof that the person: ...

(d) has negligently or willfully acted in a manner inconsistent with the practice of nursing;

* * *

(f) abuses use of controlled substances, prescription medications, illegal substances, or alcohol; [and]

* * *

(j) has violated any of the provisions of this chapter [including 314.021(2)].

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It is further noted that the foregoing conduct of Ms. Carroll demonstrates a violation of KRS Chapter 218A.

In addition to the above cited violations, the Board has considered and determined the following facts to support the terms and conditions of this Agreed Order, as set out below:

On January 4, 2011, the Credentials Review Panel of the Board reviewed the following misdemeanor conviction: Theft by Deception Including Cold Checks Under \$300, in Meade County, Kentucky, on March 5, 2008. The panel did not take any action against Ms. Carroll's license at that time.

Ms. Carroll has read and reviewed this Agreed Order and has had the opportunity to consult with legal counsel, if desired. Ms. Carroll understands and agrees to the following conditions for the limited purpose of this Agreed Order:

1. By entering into this Agreed Order, she waives the full panoply of rights of hearing and appeal as authorized by statute, regulation, or court decision. These rights include the right to be present with counsel, to subpoena witnesses, and to confront those against her.
2. A reprimand is issued by the Board, which expresses concern regarding the seriousness of her having a positive urine drug screen result without a valid prescription and for having a positive result for an illegal substance.
3. She will submit random body fluid samples for drug/alcohol testing utilizing the drug screen program designated by the Board and as requested by Board staff for a period of one (1) year from the date of entry of this Order. Ms. Carroll will register with the drug screen program within fifteen (15) days of the entry of this order and comply with all requirements of the drug screen program concerning random alcohol and drug testing. All testing will be at Ms. Carroll's expense. A GC/MS (gas chromatography/mass spectrometry) or LC/MS (liquid chromatography/mass spectrometry) confirmed drug screen indicating the use of any non-prescribed mood-altering substance, including but not limited to alcohol and poppy seeds, constitutes evidence of violation of the terms of this Order.
4. She will remain free of all non-prescribed, mood-altering substances, including alcohol, over-the-counter medication containing alcohol, and poppy seeds until notified in writing by the Board that all requirements set forth in this Agreed Order have been satisfied.
5. Within fifteen (15) days of the effective date of this Agreed Order, she will submit to Board staff a list of the health care practitioners who are providing health care to her and who are prescribing any medication for Ms. Carroll's use, including a list of all prescribed or practitioner ordered medications. She will notify Board staff in writing within fifteen (15) days of any change to the list of health care practitioners or prescribed or practitioner ordered medications.

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6. She will provide written verification of any prescription medication, signed by the prescriber, within five (5) days, if requested by Board staff.
7. She will pay a civil penalty of one thousand dollars (\$1000) to the Board within one (1) year of the date of the entry of this Agreed Order.
8. She will pay an additional civil penalty of five hundred dollars (\$500) in accordance with KRS 218A.290, for a total civil penalty payment of one thousand five hundred dollars (\$1500).
9. She will provide evidence of successful completion of at least thirty (30) contact hours on Substance Abuse within one (1) year of the date of the entry of this Agreed Order. The thirty (30) contact hours are to be in addition to the continuing competency requirement for reinstatement or renewal of the nursing license/privilege to practice nursing.
10. Until notified in writing by the Board that the requirements set forth in this Agreed Order have been satisfied, she will notify Board staff in writing within fifteen (15) days of any of the following occurrences: any disciplinary action related to any professional license or credential by any other jurisdiction; any pending investigation related to any professional license or credential by any other jurisdiction; any non-compliance issue related to monitoring conducted related to any professional license or credential by any other jurisdiction; any criminal arrest; any misdemeanor or felony charge; entry into any pretrial diversion agreement; any criminal indictment; any guilty plea in a misdemeanor or felony case; or any misdemeanor or felony conviction.
11. Submission of fraudulent documents or reports; misrepresentation of facts relating to the conditions of this Order; or failure to comply with any requirement of this Order will constitute violation of the Order.
12. Ms. Carroll agrees and acknowledges that her failure to comply with any of the conditions and provisions of this Agreed Order will result in suspension of the nursing license/privilege to practice nursing or denial of reinstatement of a lapsed, invalidated, or expired license, with notification by mail. Should Board staff determine that Ms. Carroll has violated this Agreed Order, notice of intent to suspend will be issued to her. From the date this notice is mailed to Ms. Carroll in accordance with KRS 314.107, she shall have twenty (20) calendar days in which to file with the Board a written request for an administrative hearing. Failure to file a timely written request for an administrative hearing constitutes a waiver of the right to hearing. Implementation of the suspension or denied reinstatement will result in an additional civil penalty of six hundred dollars (\$600). The suspension or denial of reinstatement will begin on the date of the notification letter and will continue for at least one (1) year and until all requirements of this Agreed Order have been met. Reinstatement of the nursing license/privilege to practice nursing after such a suspension or denial of reinstatement will be in accordance with the Board's Guidelines for Reinstatement that may include but not be limited to the terms and conditions as set out in this Order.

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13. This Agreed Order, when signed by Ms. Carroll and an authorized agent for the Kentucky Board of Nursing, shall be public information and can be disseminated according to the regulations of the Board, the Kentucky Open Records Act, and any other state or federal law as required. The Board makes no representations or guarantees regarding the future actions of its reporting agent or the US-DHHS-OIG; however, the staff of the Board will follow the standard procedures to accurately report to its reporting agent per 201 KAR 20:161 Section 6 and to US-DHHS-OIG.
14. She hereby releases the Kentucky Board of Nursing, its members, employees, agents, and officers, jointly and severally, from any and all liability arising from the within matter.
15. All provisions and conditions of this Order shall carry over to any license or privilege to practice nursing in Kentucky that she receives, including pursuant to any multi-state nursing licensure compact with the Board.
16. This Agreed Order shall be effective and binding immediately on Ms. Carroll and the Kentucky Board of Nursing when signed by both parties, and shall continue to be effective until written notice from the Board that all requirements set forth in this Agreed Order have been met.

Lula M. Carroll
Lula Carroll

Subscribed and Sworn to before me this 17th day of
October, 2014 by Lula Carroll.

Notary Public Cathy Yate

State of Ky

My Commission expires 8/24/18
515845

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(BOARD SEAL)

Paula S. Schenk
PAULA S. SCHENK, MPH, RN
EXECUTIVE DIRECTOR,
KENTUCKY BOARD OF NURSING

Agreed to and entered by the Board on October 21, 2014.

502-429-3300
800-305-2042
Fax: 502-429-3311

KENTUCKY BOARD OF NURSING

312 Whittington Parkway, Suite 300
Louisville, Kentucky 40222-5172



Matthew G. Bevin
Governor

February 4, 2016

LULA CARROLL
173 MARTIN RD
RINEYVILLE, KY 40162

Dear Ms. Carroll:

This letter is to acknowledge that you have met and satisfactorily completed all terms of the Agreed Order entered by the Board on October 21, 2014.

Please do not hesitate to me at (502) 429-3328 should you have any questions or concerns.

Sincerely,

A handwritten signature in cursive script that reads "Patricia Y. Smith".

Patricia Y. Smith
KARE for Nurses Program Manager
Compliance Branch Supervisor
Kentucky Board of Nursing

mmb