



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 843129 §
issued to MIREN CREIXELL PLAZAS § ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MIREN CREIXELL PLAZAS, Registered Nurse License Number 843129, 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)(8), 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 November 18, 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 Thomas Jefferson University, Philadelphia, Pennsylvania, on May 29, 2013. Respondent was licensed to practice professional nursing in the State of Texas on August 21, 2013.
5. Respondent's nursing employment history is unknown.

6. On or about July 31, 2015, Respondent's license to practice professional nursing in the State of Ohio was issued a Consent Agreement of Reprimand by the Ohio Board of Nursing, Columbus, Ohio. A copy of the Findings of Fact, Conclusions of Law, and Consent Agreement dated July 31, 2015, is attached and incorporated by reference as part of this Order.
7. In response to Finding of Fact Number Six (6), Respondent states that at the time of disclosure to the Texas Board of Nursing, there was a complaint filed with the Ohio Board of Nursing, but no formal action had been taken at that time.

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 cause pursuant to Section 301.452(b)(8), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 843129, heretofore issued to MIREN CREIXELL PLAZAS.
4. 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 **REMEDIAL EDUCATION** 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. **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.*

IV. 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

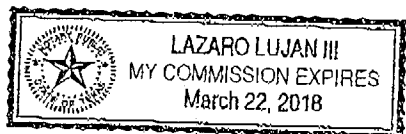
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary 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 13 day of November, 2015.

Miren Creezell Plazas
MIREN CREEZELL PLAZAS, Respondent

Sworn to and subscribed before me this 13 day of NOV, 2015.

SEAL



Lazaro Lujan III
Notary Public in and for the State of TEXAS

Approved as to form and substance.

Elizabeth E. Higginbotham
ELIZABETH E. HIGGINBOTHAM, Attorney for Respondent

Signed this 17 day of November, 2015

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 13th day of November, 2015, by MIREN CREIXELL PLAZAS, Registered Nurse License Number 843129, and said Order is final.

Effective this 18th day of November, 2015.

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



Ohio Board of Nursing

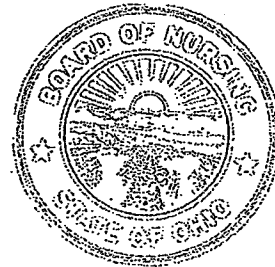
www.nursing.ohio.gov

17 South High Street, Suite 400 • Columbus, Ohio 43215-7410 • (614) 466-3947

I certify that the attached records are a true copy of Ohio Board of Nursing disciplinary records.

Betsy J. Houchen

Betsy Houchen, R.N., M.S., J.D.
Executive Director





Ohio Board of Nursing

www.nursing.ohio.gov

17 South High Street, Suite 400 • Columbus, Ohio 43215-7410 • (614) 466-3947

**CONSENT AGREEMENT
BETWEEN
MIREN CREIXELL PLAZAS, R.N.
AND
OHIO BOARD OF NURSING**

RECEIVED
OHIO BOARD OF NURSING
2015 MAY 29 PM 12:45

This Consent Agreement is entered into by and between **MIREN CREIXELL PLAZAS, R.N. (MS. CREIXELL PLAZAS)** and the Ohio Board of Nursing (Board), the state agency charged with enforcing Chapter 4723 of the Ohio Revised Code (ORC), and all administrative rules promulgated thereunder.

This Consent Agreement contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies the terms of this Consent Agreement.

BASIS FOR ACTION

This Consent Agreement is entered into on the basis of the following stipulations, admissions and understandings:

- A. The Board is empowered by Section 4723.28, ORC, to deny, permanently revoke, revoke, suspend, or place restrictions on any license issued by the Board; reprimand or otherwise discipline a licensee; or impose a fine of five hundred dollars (\$500.00) or less per violation. Section 4723.28(B)(19), ORC, authorizes the Board to discipline a licensee for failure to practice in accordance with acceptable and prevailing standards of safe nursing care. Section 4723.28(B)(16), ORC, authorizes the Board to discipline a licensee for violation of Chapter 4723, ORC, or any rules adopted under it. Specifically, Rule 4723-4-03(C) *[as in effect prior to February 1, 2014]*, Ohio Administrative Code (OAC), states that a registered nurse shall demonstrate competence and accountability in all areas of practice in which the nurse is engaged which includes, but is not limited to, the following: (1) Consistent performance of all aspects of nursing care; and (2) Recognition, referral or consultation, and intervention, when a complication arises. Rule 4723-4-03(C), OAC, states that a registered nurse shall demonstrate competence and accountability in all areas of practice in which the nurse is engaged including: (1) Consistent performance of all aspects of nursing care; and (2) Recognition, referral or consultation, and intervention, when a complication arises. Rule 4723-4-06(H) *[as in effect prior to February 1, 2014]*, (OAC), states that a licensed nurse shall implement measures to promote a safe environment for each client. Rule 4723-4-06(H), (OAC), states that a licensed nurse shall implement measures to promote a safe environment for each patient.

- B. **MS. CREIXELL PLAZAS** was initially licensed to practice nursing as a registered nurse in the State of Ohio, RN-398015, in November 2013. **MS. CREIXELL PLAZAS** placed her license to practice nursing in the State of Ohio on inactive status in April 2014 as a sign of cooperation.
- C. **MS. CREIXELL PLAZAS** admits that, while she was employed as a nurse at Cincinnati Children's Hospital Medical Center (CCHMC) in Cincinnati, Ohio, the following occurred:
- a. On January 15, 2014, **MS. CREIXELL PLAZAS** failed to demonstrate competence and was unable to independently practice basic infection control concepts for hand hygiene and personal protective equipment.
 - b. On January 15, 2014, **MS. CREIXELL PLAZAS** was unable to operate a feeding pump after weeks of observation and instruction. In addition, a family refused to allow **MS. CREIXELL PLAZAS** to care for their child because of concerns regarding her skill level.
 - c. On January 16, 2014, **MS. CREIXELL PLAZAS** failed to follow instruction from a preceptor regarding applying a medication patch. The preceptor had to stop **MS. CREIXELL PLAZAS** from applying the patch with the medicated side facing away from the patient.
 - d. On February 3, 2014, **MS. CREIXELL PLAZAS** was instructed to not perform any patient care without her preceptor present due to her inability to practice independently and provide safe patient care.
 - e. On February 5, 2014, **MS. CREIXELL PLAZAS** removed medications for two patients, without the preceptor being present as directed, and when she withdrew the medications she placed medications for two different patients in the same nurse server. **MS. CREIXELL PLAZAS** failed to scan administration of the medications and could not say what medications she had administered.
- D. **MS. CREIXELL PLAZAS** resigned in lieu of termination from her employment at CCHMC on February 12, 2014. **MS. CREIXELL PLAZAS's** resignation occurred during her initial orientation period.
- E. **MS. CREIXELL PLAZAS**, through her attorney, states that her employment at CCHMC was her first job after graduating from nursing school. The unit that she worked on was designated for patients who were on long-term mechanical ventilation and had other chronic issues.
- F. In a written statement to a Board investigator, **MS. CREIXELL PLAZAS** stated that she was frustrated and overwhelmed with her position at CCHMC and that she was unaware of her mentor's concerns regarding her nursing practice until she was four weeks into

orientation. **MS. CREIXELL PLAZAS** further stated that in hindsight, the nature of the pediatric high acuity unit and the speed in which skills were required to be learned in that unit were not a good match for her strengths. **MS. CREIXELL PLAZAS** stated that she has completed additional training in vascular access, infection control, and medication administration.

- G. **MS. CREIXELL PLAZAS** has submitted an application for reinstatement of her license to practice as a registered nurse in Ohio. **MS. CREIXELL PLAZAS** is also licensed as a registered nurse in Michigan, Pennsylvania, and Texas.
- H. **MS. CREIXELL PLAZAS** currently lives in Texas and is in RN orientation in the Neonatal Intensive Care Unit at Christus Spohn Health System in Corpus Christi, Texas. Her current manager at Christus Spohn Health System submitted a letter to the Board stating that **MS. CREIXELL PLAZAS** has progressed as expected in the position during her orientation period.

AGREED CONDITIONS

Wherefore, in consideration of the foregoing and mutual promises hereinafter set forth, and in lieu of any formal proceedings, and upon receipt of an executed copy of this Consent Agreement, thereby agreeing to the terms and conditions set forth below, **MS. CREIXELL PLAZAS's** license as a registered nurse shall be reinstated and **REPRIMANDED**. **MS. CREIXELL PLAZAS** knowingly and voluntarily agrees with the Board to the following terms, conditions and limitations:

Educational Needs Assessment and Learning Plan

1. **Within six (6) months of the effective date of this Consent Agreement and prior to practicing in Ohio, MS. CREIXELL PLAZAS** shall establish contact with a nursing educator approved by the Board who has no less than a master's degree and who is affiliated with a nursing educational program, and **MS. CREIXELL PLAZAS** shall have the educator provide the Board with a written report of an assessment of **MS. CREIXELL PLAZAS**, which identifies **MS. PLAZAS's** knowledge/practice deficiencies and remedial educational needs. Prior to the assessment, **MS. CREIXELL PLAZAS** shall provide the nursing educator with a copy of this Consent Agreement and shall submit to any nursing skills or knowledge assessments required by the educator. **MS. CREIXELL PLAZAS** shall also execute releases prior to the assessment to permit the nursing educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. CREIXELL PLAZAS's** employer(s), former employers, and Board staff. Following the assessment, **MS. CREIXELL PLAZAS** shall have the nursing educator provide the Board with a copy of the learning plan developed by the educator for **MS. CREIXELL PLAZAS** and shall obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. CREIXELL PLAZAS** shall complete to

address any knowledge/practice deficiencies and remedial educational needs identified by the nursing educator and shall identify the time frame during which **MS. CREIXELL PLAZAS** shall complete such learning plan. **MS. CREIXELL PLAZAS** shall successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan.

2. **MS. CREIXELL PLAZAS** shall be responsible for all costs associated with obtaining and meeting the requirements of the learning plan.
3. **After MS. CREIXELL PLAZAS has successfully completed the learning plan**, the nursing educator shall provide the Board with an assessment and any recommendations for additional remedial education and/or restrictions that should be placed on **MS. CREIXELL PLAZAS's** license to practice. Furthermore, the nursing educator shall provide to the Board a written opinion stating whether **MS. CREIXELL PLAZAS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care. The Board may utilize the nursing educator's recommendations and conclusions from the assessment as a basis for additional terms, conditions, and limitations on **MS. CREIXELL PLAZAS's** license and that the terms, conditions, and limitations shall be incorporated in an addendum to this Consent Agreement.

FAILURE TO COMPLY

MS. CREIXELL PLAZAS agrees that her license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. CREIXELL PLAZAS** has violated or breached any terms or conditions of the Consent Agreement. Following the automatic suspension, the Board shall notify **MS. CREIXELL PLAZAS** via certified mail of the specific nature of the charges and automatic suspension of her license. Upon receipt of this notice, **MS. CREIXELL PLAZAS** may request a hearing regarding the charges.

The above described terms and conditions shall constitute "restrictions placed on a license" for purposes of Section 4723.28(B), ORC. If, in the discretion of the Board, **MS. CREIXELL PLAZAS** appears to have violated or breached any terms or conditions of this Consent Agreement, the Board reserves the right to institute formal disciplinary proceedings for any and all possible violations or breaches, including, but not limited to, alleged violations of the laws of Ohio occurring before the effective date of this Consent Agreement.

MODIFICATION OF TERMS

The terms, limitations and conditions of this Consent Agreement may be modified or terminated, in writing, at any time upon the agreement of both **MS. CREIXELL PLAZAS** and the Board.

ACKNOWLEDGMENTS/LIABILITY RELEASE

MS. CREIXELL PLAZAS acknowledges that she has had an opportunity to ask questions concerning the terms of this Consent Agreement and that all questions asked have been answered in a satisfactory manner.

MS. CREIXELL PLAZAS waives all of her rights under Chapter 119, ORC, as they relate to matters that are the subject of this Consent Agreement.

MS. CREIXELL PLAZAS waives any and all claims or causes of action she may have against the Board, and its members, officers, employees and/or agents arising out of matters that are the subject of this Consent Agreement.

This Consent Agreement shall be considered a public record as that term is used in Section 149.43, ORC. The information contained herein may be reported to appropriate organizations, data banks and governmental bodies.

This Consent Agreement is not an adjudication order as discussed in Chapter 119, ORC. Any action initiated by the Board based on alleged violations of this Consent Agreement shall comply with the Administrative Procedures Act, Chapter 119, ORC.

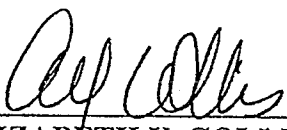
EFFECTIVE DATE

MS. CREIXELL PLAZAS understands that this Consent Agreement is subject to ratification by the Board prior to signature by the Board President and shall become effective upon the last date of signature below.



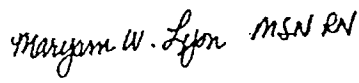
MIREN CREIXELL PLAZAS, R.N.

5/28/2015
DATE



ELIZABETH Y. COLLIS, ESQ.
Attorney for Miren Creixell Plazas, R.N.

5-29-15
DATE



MARYAM W. LYON, M.S.N., R.N.
President, Ohio Board of Nursing

7-31-15
DATE

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2015 MAY 29 PM 12:45