



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.  
*Patricia Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of § REINSTATEMENT  
Registered Nurse License Number 544992 §  
issued to ADONICA WAYMIRE TWEDT § AGREED ORDER

On this day came to be considered by the Texas Board of Nursing, hereinafter referred to as the Board, the Petition for Reinstatement of Registered Nurse License Number 544992, held by ADONICA WAYMIRE TWEDT, hereinafter referred to as Petitioner.

An informal conference was held on April 7, 2015, at the office of the Texas Board of Nursing, in accordance with Section 301.464, Texas Occupations Code.

Petitioner appeared in person. Petitioner was notified of her right to be represented by legal counsel and elected to waive representation by counsel. In attendance were Katherine A. Thomas, MN, RN, FAAN, Executive Director; Kyle Hensley, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; and Diane E. Burell, Compliance Supervisor.

FINDINGS OF FACT

1. Prior to institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Petitioner waived representation by counsel, notice and hearing, and consented to the entry of this Order.
3. Petitioner received a Baccalaureate Degree in Nursing from Texas Woman's University, Denton, Texas, on December 8, 1987. Petitioner was originally licensed to practice professional nursing in the State of Texas on March 29, 1988.
4. Petitioner's nursing employment history includes:

1/88 - 10/88	Staff Nurse	MD Anderson Cancer Institute Houston, Texas
10/88 - 1/89	Staff Nurse	Brackenridge Hospital Austin, Texas

Petitioner's nursing employment history continued:

1/89 - 1/90	Staff Nurse	Seton Medical Center Austin, Texas
1/90 - 8/90	Staff Nurse	St. Luke's Episcopal Hospital Houston, Texas
8/90 - 10/92	Staff Nurse	Methodist Hospital Houston, Texas
10/92 - 3/99	Staff/Assis. Head Nurse	South Austin Medical Center Austin, Texas
3/99 - 10/99	Outpatient Research Coordinator	Austin Heart, PA Austin, Texas
6/07 - 6/08	Staff Nurse	Seton Medical Center Austin, Texas
6/08 - 1/08	Staff Nurse	Westlake Medical Center Austin, Texas
1/08 - 8/08	Agency Nurse	Maxim Healthcare Austin, Texas
8/08 - 6/09	Travel Nurse	American Mobile Healthcare
6/09 - 12/09	Staff Nurse	TexSan Heart Hospital San Antonio, Texas
12/09 - 4/10	Travel Nurse	Medical Solutions
5/10 - 10/10	Staff Pool	Methodist Hospital Houston, Texas
10/10 - 2/12	Staff Nurse	Texas Health Arlington Memorial Hospital Arlington, Texas
3/12 - 8/13	Staff Nurse	St. Joseph's Regional Health Center Bryan, Texas
9/14 - present	Not employed in nursing	

5. On August 6, 2013, Petitioner's license to practice professional nursing in the State of Texas was revoked by the Texas Board of Nursing. A copy of the August 6, 2013, Order of the Board and Formal Charges is attached and incorporated, by reference, as a part of this Order.
6. On or about November 7, 2014, Petitioner submitted a Petition for Reinstatement of License to practice professional nursing in the State of Texas.
7. Petitioner presented the following in support of her petition:
  - 7.1. E-mail, dated April 2, 2015, from B.K. stating he worked with Petitioner in the CVICU approximately 4-5 years ago and was unaware of her being terminated. He does not recall any massive mistakes that would make him feel that Petitioner was not competent. He does remember Petitioner as being a very kind and warm hearted person.
  - 7.2. E-mail, dated April 2, 2015, from Julie Winkler, RN, BSN, CCRN, stating she worked with Petitioner at Arlington Memorial Hospital. Petitioner proved to be a competent and wonderful co-worker, and a person from whom she learned many things, due to her Petitioner's vast experience. Ms. Winkler states Petitioner is a competent, caring and honest nurse. Petitioner deserves to have a chance to provide patients with sound and compassionate care.
  - 7.3. E-mail, dated April 5, 2015, from Charla Amos, MSN, RN-BC, CDE, stating she worked with Petitioner in 2011 and 2012. Petitioner was a compassionate nurse who cared deeply about quality care. Ms. Amos never witnessed anything less than great nursing performance while working with Petitioner.
  - 7.4. Letter, dated April 3, 2015, from Karyn Sharpe, Arlington, Texas, stating she worked with Petitioner in the CCU at Texas Health Arlington. Ms. Sharpe states she is an intelligent, capable, dedicated and personable individual. She is quick on her feet, with sensible reactions in all circumstances. Ms. Sharpe states she feels confident in saying that Petitioner is capable of handling any situation with thoughtfulness and maturity. Petitioner exhibited natural leadership abilities on the floor and displayed quick thinking under pressure. Her critical thinking abilities are above par and are a valuable asset in her field. Petitioner was an asset to the facility and consistently delivered exceptional quality patient care.
  - 7.5. Documentation of the required hours of continuing education.

#### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Pursuant to Section 301.467, Texas Occupations Code, the Board may refuse to issue or renew a license, and may set a reasonable period that must lapse before reapplication. Pursuant to 22 TEX. ADMIN. CODE §213.26, the Board may impose reasonable conditions that a Petitioner must satisfy before reissuance of an unrestricted license.

ORDER

IT IS THEREFORE AGREED, subject to ratification by the Texas Board of Nursing, that the petition of ADONICA WAYMIRE TWEDT, Registered Nurse License Number 544992, to practice nursing in the state of Texas, be and the same is hereby GRANTED, AND SUBJECT TO THE FOLLOWING STIPULATIONS SO LONG AS THE PETITIONER complies 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 the stipulations contained in this Order:

IT IS FURTHER AGREED and ORDERED that, while under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Petitioner to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Petitioner's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Petitioner's license(s) is/are encumbered by this Order, Petitioner may not work outside the State of Texas pursuant to a nurse licensure compact privilege without the written permission of the State of Texas and the Board of Nursing in the party state where Petitioner wishes to work.

(1) PETITIONER SHALL pay all re-registration fees and be issued a license to practice nursing in the State of Texas, which shall bear the appropriate notation. Said licenses issued to ADONICA WAYMIRE TWEDT, shall be subject to the following agreed post-licensure stipulations:

(2) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in Texas nursing jurisprudence and ethics. PETITIONER SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study

courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It 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. PETITIONER SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify PETITIONER's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure.

*Board-approved courses may be found at the following Board website address:*

*<http://www.bon.texas.gov/disciplinaryaction/stipscourses.html>*

(3) PETITIONER SHALL, within one (1) year of relicensure, successfully complete 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 program, PETITIONER SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/compliance>.*

(4) PETITIONER SHALL, within one (1) year of relicensure, successfully complete a course in nursing documentation. PETITIONER SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of

classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: 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. PETITIONER SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify PETITIONER'S successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/compliance>.*

IT IS FURTHER AGREED, that 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 understand that I have the right to legal counsel prior to signing this Reinstatement Agreed Order. I waive representation by counsel. I certify that my past behavior, except as disclosed in my Petition for Reinstatement of Licensure, has been in conformity with the Board's professional character rule. I have provided the Board with complete and accurate documentation of my past behavior in violation of the penal law of any jurisdiction which was disposed of through any procedure short of convictions, such as: conditional discharge, deferred adjudication or dismissal. I have no criminal prosecution pending in any jurisdiction.

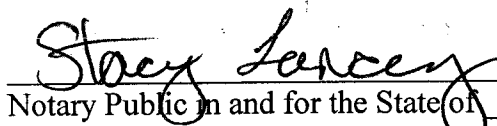
I have reviewed this Order. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, and a copy will be mailed to me. I agree to inform the Board of any other fact or event that could constitute a ground for denial of licensure prior to reinstating my license to practice professional nursing in the state of Texas. I understand that if I fail to comply with all terms and conditions of this Order, my license(s) to practice nursing in the State of Texas will be revoked, as a consequence of my noncompliance.

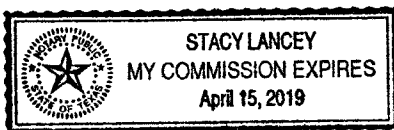
Signed this 28 day of May, 2015.

  
ADONICA WAYMIRE TWEDT, Petitioner

Sworn to and subscribed before me this 28<sup>th</sup> day of May, 2015.

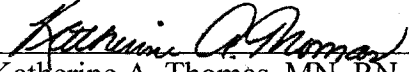
SEAL

  
Notary Public in and for the State of TEXAS



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Reinstatement Agreed Order that was signed on the 28th day of May, 2015, by ADONICA WAYMIRE TWEDT, Registered Nurse License Number 544992, and said Order is final.

Effective this 2nd day of June, 2015.

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



IN THE MATTER OF  
PERMANENT REGISTERED NURSE  
LICENSE NUMBER 544992  
ISSUED TO  
ADONICA WAYMIRE TWEDT

§  
§  
§  
§  
§

BEFORE THE TEXAS  
BOARD OF NURSING  
  
ELIGIBILITY AND  
DISCIPLINARY COMMITTEE



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.  
*William C. Williams*  
Executive Director of the Board

**ORDER OF THE BOARD**

TO: ADONICA WAYMIRE TWEDT  
6611 GLENN LAKES DRIVE  
HOUSTON, TX 77069

During open meeting held in Austin, Texas, on Tuesday, August 6, 2013, the Texas Board of Nursing Eligibility and Disciplinary Committee (hereinafter "Committee") heard the above-styled case, based on the failure of the Respondent to appear as required by 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that notice of the facts or conduct alleged to warrant disciplinary action has been provided to Respondent in accordance with Texas Government Code § 2001.054(c) and Respondent has been given an opportunity to show compliance with all the requirements of the Nursing Practice Act, Chapter 301 of the Texas Occupations Code, for retention of Respondent's license(s) to practice nursing in the State of Texas.

The Committee finds that the Formal Charges were properly initiated and filed in accordance with section 301.458, Texas Occupations Code.

The Committee finds that after proper and timely Notice regarding the violations alleged in the Formal Charges was given to Respondent in this matter, Respondent has failed to appear in accordance with 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that the Board is authorized to enter a default order pursuant to Texas Government Code § 2001.056.

The Committee, after review and due consideration, adopts the proposed findings of fact and conclusions of law as stated in the Formal Charges which are attached hereto and incorporated by reference for all purposes and the Staff's recommended sanction of revocation by default. This Order

will be properly served on all parties and all parties will be given an opportunity to file a motion for rehearing [22 TEX. ADMIN.CODE § 213.16(j)]. All parties have a right to judicial review of this Order.

All proposed findings of fact and conclusions of law filed by any party not specifically adopted herein are hereby denied.

NOW, THEREFORE, IT IS ORDERED that Permanent Registered Nurse License Number 544992, previously issued to ADONICA WAYMIRE TWEDT, to practice nursing in the State of Texas be, and the same is/are hereby, REVOKED.

IT IS FURTHER ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

Entered this 6th day of August, 2013.

TEXAS BOARD OF NURSING

BY:



KATHERINE A. THOMAS, MN, RN, FAAN  
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

Attachment: Formal Charge filed May 17, 2013.

Re: Permanent Registered Nurse License Number 544992  
Issued to ADONICA WAYMIRE TWEDT  
DEFAULT ORDER - REVOKE

CERTIFICATE OF SERVICE

I hereby certify that on the 9 day of August, 2013, a true and correct copy of the foregoing DEFAULT ORDER was served and addressed to the following person(s), as follows:

Via USPS Certified Mail, Return Receipt Requested

ADONICA WAYMIRE TWEDT  
6611 GLENN LAKES DRIVE  
HOUSTON, TX 77069

BY:



KATHERINE A. THOMAS, MN, RN, FAAN  
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

In the Matter of	§	BEFORE THE TEXAS
Permanent Registered Nurse	§	
License Number 544992	§	
Issued to ADONICA WAYMIRE TWEDT,	§	
Respondent	§	BOARD OF NURSING

**FORMAL CHARGES**

This is a disciplinary proceeding under Section 301.452(b), Texas Occupations Code. Respondent, ADONICA WAYMIRE TWEDT, is a Registered Nurse holding License Number 544992 which is in current status at the time of this pleading.

Written notice of the facts and conduct alleged to warrant adverse licensure action was sent to Respondent at Respondent's address of record and Respondent was given opportunity to show compliance with all requirements of the law for retention of the license prior to commencement of this proceeding.

**CHARGE I.**

On or about January 25, 2012, while employed as a Registered Nurse with Texas Health Arlington Memorial Hospital, Arlington, Texas, Respondent falsely documented in the Medication Administration Record that she had administered Metronidazole (Flagyl) to Patient Medical Record Number 5340165779 at 1800, however, there was not a medication withdraw from the medication dispensing system associated with the documented time of administration. Respondent's conduct was likely to injure the patient in that failure to administer medications as ordered by the physician could have resulted in nonefficacious treatment. Additionally, Respondent's conduct created an inaccurate medical record on which subsequent care-givers would rely on to provide ongoing medical care.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(10)&(13), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.11(1)(A),(B),(C)&(D), and 22 TEX. ADMIN. CODE §217.12(1)(A)&(1)(B),(4),(6)(A)&(10)(B).

**CHARGE II.**

On or about January 25, 2012, while employed as a Registered Nurse with Texas Health Arlington Memorial Hospital, Arlington, Texas, Respondent failed to administer Flexeril to Patient Medical Record Number 5340174526 as ordered by the physician in that she documented administration at 1104, when the order was for 2100. Respondent's conduct was likely to injure the patient in that failure to administer medications as ordered by the physician could have resulted in nonefficacious treatment.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(10)&(13), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.11(1)(A),(B),(C)&(D), and 22 TEX. ADMIN. CODE §217.12(1)(A)&(1)(B),(4),(6)(A)&(10)(B).

NOTICE IS GIVEN that staff will present evidence in support of the recommended disposition of up to, and including, revocation of Respondent's license/s to practice nursing in the State of Texas pursuant to the Nursing Practice Act, Chapter 301, Texas Occupations Code and the Board's rules, 22 Tex. Admin. Code §§ 213.27 - 213.33. Additionally, staff will seek to impose on Respondent the administrative costs of the proceeding pursuant to Section 301.461, Texas Occupations Code. The cost of proceedings shall include, but is not limited to, the cost paid by the Board to the State Office of Administrative Hearings and the Office of the Attorney General or other Board counsel for legal and investigative services, the cost of a court reporter and witnesses, reproduction of records, Board staff time, travel, and expenses. These shall be in an amount of at least one thousand two hundred dollars (\$1200.00).

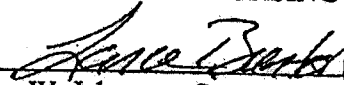
NOTICE IS GIVEN that all statutes and rules cited in these Charges are incorporated as part of this pleading and can be found at the Board's website, [www.bon.texas.gov](http://www.bon.texas.gov).

NOTICE IS GIVEN that to the extent applicable, based on the Formal Charges, the Board will rely on Adopted Disciplinary Sanction Policies for for Lying and Falsification, for Fraud, Theft and Deception,, which can be found at the Board's website, [www.bon.texas.gov](http://www.bon.texas.gov).

NOTICE IS GIVEN that, based on the Formal Charges, the Board will rely on the Disciplinary Matrix, which can be found at [www.bon.texas.gov/disciplinaryaction/discp-matrix.html](http://www.bon.texas.gov/disciplinaryaction/discp-matrix.html).

Filed this 17<sup>th</sup> day of May, 2013.

TEXAS BOARD OF NURSING

  
James W. Johnston, General Counsel  
Board Certified - Administrative Law  
Texas Board of Legal Specialization  
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