



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

In the Matter of Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, & Vocational Nurse License Number 178559 issued to JOSEPHINE KECHI IROEGBU § BEFORE THE TEXAS BOARD OF NURSING

**NUNC PRO TUNC ORDER OF THE BOARD**

An Agreed Order of the Board was entered for JOSEPHINE KECHI IROEGBU on July 19, 2018. The Order, however, omitted language necessary to clarify the supervisory requirements while Respondent works at Texas Children's Hospital, Houston, Texas, and is necessary to effectuate the agreement of the parties. Upon notice and hearing, administrative agencies, like the Courts, have the power to enter nunc pro tunc orders where it can be seen by reference to a record that what was intended to be entered, but was omitted by inadvertence or mistake, can be corrected upon satisfactory proof of its rendition provided that no intervening rights will be prejudiced. *Railroad Comm'n v. McClain*, 356 S.W.2d 330, 334 (Tex. App.--Austin 1962, no writ) (citing *Frankfort Ky. Nat. Gas Co. v. City of Frankfort*, 276 Ky. 199, 123 S.W.2d 270, 272).

The Executive Director, as agent of the Texas Board of Nursing, after review and due consideration of the record and the facts therein submits and enters the corrected Agreed Order. Respondent received due process regarding her license; therefore, her rights have not been prejudiced.

NOW, THEREFORE, IT IS ORDERED that the corrected Agreed Order of the Board is hereby approved and entered on the dates set forth below.

Order effective July 19, 2018.

Entered this 31st day of July, 2018.

BY: *Katherine A. Thomas*  
KATHERINE A. THOMAS, MN, RN, FAAN  
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

BEFORE THE TEXAS BOARD OF NURSING

\*\*\*\*\*

In the Matter of Advanced Practice Registered	§	AGREED
Nurse License Number AP126534,	§	
Registered Nurse License Number 718599,	§	
& Vocational Nurse License Number 178559	§	
issued to JOSEPHINE KECHI IROEGBU	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JOSEPHINE KECHI IROEGBU, Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, 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)&(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 May 24, 2018.

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. Respondent's license to practice as an advanced practice registered nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from San Jacinto College North, Houston, Texas on December 17, 1999; received an Associate Degree in Nursing from Lee College, Baytown, Texas on May 5, 2005; and received a Masters Degree in Nursing from The University of Texas Medical Branch, Galveston, Texas on April 25, 2014. Respondent

was licensed to practice vocational nursing in the State of Texas on November 2, 2000; was licensed to practice professional nursing in the State of Texas on July 12, 2005; and was licensed to practice advanced practice registered nursing in the role of Family Nurse Practitioner in the State of Texas on September 26, 2014.

5. Respondent's nursing employment history includes:

11/2000 - 5/2005	Unknown	
6/2005 - 6/2007	Registered Nurse	Bay Shore Medical Center Pasadena, Texas
6/2007 - current	Registered Nurse	Texas Children's Hospital Houston, Texas
10/2014 - 1/2016	Family Nurse Practitioner	Soluta Health Galveston, Texas
1/2016-8/2017	Family Nurse Practitioner	Physicians Resources, Inc. (On assignment with Harris County Sheriff's Office)

6. At the time of the incident, Respondent was employed as a Family Nurse Practitioner with Soluta Health at the Galveston County Jail, Galveston, Texas and had been in that position for one (1) year and five (5) months.
7. On or about March 12, 2016, while employed as a Family Nurse Practitioner with Soluta Health at the Galveston County Jail, Galveston, Texas, Respondent failed to adequately intervene and elevate Patient J.C.J., a benzodiazepine withdrawal patient who was experiencing symptoms consistent with withdrawal side effects, to a higher level of care when she assessed the patient after he continued to experience repeat seizures over a period of days. Respondent ordered protein shakes and fluids, but failed to notify the physician of the patient's continued seizing and/or advocate for the patient to be transferred to a hospital for a higher level of care. Subsequently, the following day, the patient was found unresponsive and later died. Respondent's conduct was likely to injure the patient from a delay in further medical intervention and monitoring and may have contributed to the patient's subsequent demise.
8. In response to the incident in Finding of Fact Number Seven (7), Respondent states that the patient, when she saw him, did not appear to have had a seizure or any post-seizure symptoms, including that the patient was stable in appearance and vital signs. Respondent further states that a physician was not available to call at the time to consult with, for the medical director of the facility, who had seen the patient previously, was on medical leave at the time, with no replacement doctor designated. Respondent also states that the chart did not document that any doctor who had seen the patient previously believed he was having

benzodiazepine withdrawal. When Respondent saw him, he was not having withdrawal symptoms. Notwithstanding, in hindsight, Respondent regrets she did not send the patient to the hospital for a higher level of care, particularly since there was no physician available to see the patient or consult with about his care.

### 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)(M) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, heretofore issued to JOSEPHINE KECHI IROEGBU, 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, subject to ratification by the Texas Board of Nursing, that Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, previously issued to JOSEPHINE KECHI IROEGBU, to practice nursing in Texas are hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements 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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

## IV. 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 courses **within one (1) year of the effective date of this Order, unless otherwise specifically indicated:**

- A. **A 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](http://www.bon.texas.gov/compliance).*

## V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as an advanced practice registered nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as an advanced practice registered nurse have elapsed. Any quarterly period without continuous employment as an advanced practice registered nurse 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 advanced practice registered nurse (APRN) license will not apply to this period and will not count towards completion of this requirement. Further, Respondent may not work as a registered nurse (RN) or a vocational nurse (LVN) license, as applicable, while under the terms of this Order, **except as expressly permitted herein.**

- A. Notifying Present and Future Employers, Practice Sites and Credentialing Agencies:** RESPONDENT SHALL notify each present employer, practice site and/or credentialing agency in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer, practice site and/or credentialing agency in nursing within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers, practice sites and/or credentialing agencies in nursing and present a complete copy of this Order, including all attachments, if any, to each future employer, practice site and/or credentialing agency in nursing prior to accepting an offer of employment and/or assignment.
- B. Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.
- C. Indirect Supervision:** For the first four (4) quarters [one (1) year] of the probation period, RESPONDENT SHALL be supervised by an Advanced Practice Registered Nurse or Physician who is on the premises. The supervising Advanced Practice Registered Nurse or Physician 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 Advanced Practice Registered Nurse or Physician shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. If being supervised by an Advanced Practice Registered Nurse, the supervising APRN must be in the same advanced role and population focus area as Respondent. 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, except that RESPONDENT may contract for services for employment in a correctional facility health setting.

Further, while working under the terms of this Order as an Advanced Practice Registered Nurse, RESPONDENT will be permitted to also work as a registered nurse (RN) and be employed with Texas Children's Hospital, Houston, Texas. However, RESPONDENT must meet the indirect

supervision requirements of this paragraph and the requirements of paragraph E of this section while employed at Texas Children's Hospital, Houston, Texas. RESPONDENT's employment at Texas Children's Hospital, Houston, Texas, shall not be credited towards the completion of this Order. Other than this specified exception, multiple employers are prohibited.

- D. Monitored Practice:** For the remainder of the probation period, RESPONDENT'S advanced practice registered nursing must be monitored by a Physician or an Advanced Practice Registered Nurse in the same advanced role and population focus area as Respondent who has been approved by the Board. RESPONDENT MUST, within ten (10) days of entry of this Order or within (10) days of employment as an advanced practice registered nurse, provide to the Board a list of three (3) Advanced Practice Registered Nurses and/or three (3) Physicians from which the Board shall select an approved monitor. For each Advanced Practice Registered Nurse and Physician, the list must include name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of Respondent's receipt of the name of the approved monitor selected by the Board. The monitor will offer guidance, advice and assistance to the RESPONDENT as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. RESPONDENT SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. Meetings may be longer and more frequent if the monitor determines necessary. RESPONDENT SHALL NOT be self-employed or contract for services, except that RESPONDENT may contract for services for employment in a correctional facility health setting.

**Further, while working under the terms of this Order as an Advanced Practice Registered Nurse, RESPONDENT will be permitted to also work as a registered nurse (RN) and be employed with Texas Children's Hospital, Houston, Texas.** RESPONDENT's employment at Texas Children's Hospital, Houston, Texas, shall not be credited towards the completion of this Order. Other than this specified exception, multiple employers are prohibited. Further, while working at Texas Children's Hospital, Houston, Texas, and under the terms of this Order, RESPONDENT SHALL be supervised by a Registered 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. Further, while working at Texas Children's Hospital, Houston, Texas, and under the terms of this Order, RESPONDENT SHALL CAUSE each supervising nurse 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 of employment as a registered nurse while Respondent works at Texas Children's Hospital, Houston, Texas and is under the terms of this Order.

- E. Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each supervising Advanced Practice Registered Nurse or Physician 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 Advanced Practice Registered Nurse or Physician who supervises the RESPONDENT and these reports shall be submitted by the supervising Advanced Practice Registered Nurse or Physician to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as an advanced practice registered nurse.

## **VI. FURTHER COMPLAINTS**

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

## **VII. 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.

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 24<sup>th</sup> day of May, 2018.

Josephine Kechi Iroegbu  
JOSEPHINE KECHI IROEGBU, Respondent

Sworn to and subscribed before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

SEAL

\_\_\_\_\_  
Notary Public in and for the State of \_\_\_\_\_

Approved as to form and substance.

Michael Yanof  
MICHAEL YANOF, Attorney for Respondent

Signed this 24<sup>th</sup> day of May, 2018.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 24<sup>th</sup> day of May, 2018, by JOSEPHINE KECHIROEGBU, Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, and said Order is final.

Effective this 19<sup>th</sup> day of July, 2018.



---

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



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 Advanced Practice Registered	§	AGREED
Nurse License Number AP126534,	§	
Registered Nurse License Number 718599,	§	
& Vocational Nurse License Number 178559	§	
issued to JOSEPHINE KECHI IROEGBU	§	ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JOSEPHINE KECHI IROEGBU, Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, 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)&(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 May 24, 2018.

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. Respondent's license to practice as an advanced practice registered nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from San Jacinto College North, Houston, Texas on December 17, 1999; received an Associate Degree in Nursing from Lee College, Baytown, Texas on May 5, 2005; and received a Masters Degree in Nursing from The University of Texas Medical Branch, Galveston, Texas on April 25, 2014. Respondent was licensed to practice vocational nursing in the State of Texas on November 2, 2000; was

licensed to practice professional nursing in the State of Texas on July 12, 2005; and was licensed to practice advanced practice registered nursing in the role of Family Nurse Practitioner in the State of Texas on September 26, 2014.

5. Respondent's nursing employment history includes:

11/2000 - 5/2005	Unknown	
6/2005 - 6/2007	Registered Nurse	Bay Shore Medical Center Pasadena, Texas
6/2007 - current	Registered Nurse	Texas Children's Hospital Houston, Texas
10/2014 - 1/2016	Family Nurse Practitioner	Soluta Health Galveston, Texas
1/2016-8/2017	Family Nurse Practitioner	Physicians Resources, Inc. (On assignment with Harris County Sheriff's Office)

6. At the time of the incident, Respondent was employed as a Family Nurse Practitioner with Soluta Health at the Galveston County Jail, Galveston, Texas and had been in that position for one (1) year and five (5) months.
7. On or about March 12, 2016, while employed as a Family Nurse Practitioner with Soluta Health at the Galveston County Jail, Galveston, Texas, Respondent failed to adequately intervene and elevate Patient J.C.J., a benzodiazepine withdrawal patient who was experiencing symptoms consistent with withdrawal side effects, to a higher level of care when she assessed the patient after he continued to experience repeat seizures over a period of days. Respondent ordered protein shakes and fluids, but failed to notify the physician of the patient's continued seizing and/or advocate for the patient to be transferred to a hospital for a higher level of care. Subsequently, the following day, the patient was found unresponsive and later died. Respondent's conduct was likely to injure the patient from a delay in further medical intervention and monitoring and may have contributed to the patient's subsequent demise.
8. In response to the incident in Finding of Fact Number Seven (7), Respondent states that the patient, when she saw him, did not appear to have had a seizure or any post-seizure symptoms, including that the patient was stable in appearance and vital signs. Respondent further states that a physician was not available to call at the time to consult with, for the medical director of the facility, who had seen the patient previously, was on medical leave at the time, with no replacement doctor designated. Respondent also states that the chart did not document that any doctor who had seen the patient previously believed he was having benzodiazepine withdrawal. When Respondent saw him, he was not having withdrawal symptoms. Notwithstanding, in hindsight, Respondent regrets she did not send the patient

to the hospital for a higher level of care, particularly since there was no physician available to see the patient or consult with about his care.

### 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)(M) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, heretofore issued to JOSEPHINE KECHI IROEGBU, 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, subject to ratification by the Texas Board of Nursing, that Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, previously issued to JOSEPHINE KECHI IROEGBU, to practice nursing in Texas are hereby **SUSPENDED** with the suspension **STAYED** and Respondent is hereby placed on **PROBATION**, in accordance with the terms of this Order, for a minimum of two (2) years **AND** until Respondent fulfills the requirements 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. UNDERSTANDING BOARD ORDERS

Within thirty (30) days of entry of this Order, RESPONDENT must successfully complete the Board's online course, "Understanding Board Orders," which can be accessed on the Board's website from the "Discipline & Complaints" drop-down menu or directly at: <http://www.bon.texas.gov/UnderstandingBoardOrders/index.asp>. Upon successful completion, RESPONDENT must submit the course verification at the conclusion of the course, which automatically transmits the verification to the Board.

## IV. 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 courses within one (1) year of the effective date of this Order, unless otherwise specifically indicated:

- A. A 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](http://www.bon.texas.gov/compliance).*

V. **EMPLOYMENT REQUIREMENTS**

In order to complete the terms of this Order, RESPONDENT must work as an advanced practice registered nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as an advanced practice registered nurse have elapsed. Any quarterly period without continuous employment as an advanced practice registered nurse 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 advanced practice registered nurse (APRN) license will not apply to this period and will not count towards completion of this requirement. Further, Respondent may not work as a registered nurse (RN) or a vocational nurse (LVN) license, as applicable, while under the terms of this Order, **except as expressly permitted herein.**

- A. **Notifying Present and Future Employers, Practice Sites and Credentialing Agencies:** RESPONDENT SHALL notify each present employer, practice site and/or credentialing agency in nursing of this Order



of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer, practice site and/or credentialing agency in nursing within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers, practice sites and/or credentialing agencies in nursing and present a complete copy of this Order, including all attachments, if any, to each future employer, practice site and/or credentialing agency in nursing prior to accepting an offer of employment and/or assignment.

- B. Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the Respondent by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the Respondent by the Board, to the Board's office within five (5) days of employment as a nurse.
- C. Indirect Supervision:** For the first four (4) quarters [one (1) year] of the probation period, RESPONDENT SHALL be supervised by an Advanced Practice Registered Nurse or Physician who is on the premises. The supervising Advanced Practice Registered Nurse or Physician 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 Advanced Practice Registered Nurse or Physician shall have a minimum of two (2) years experience in the same or similar practice setting to which the Respondent is currently working. If being supervised by an Advanced Practice Registered Nurse, the supervising APRN must be in the same advanced role and population focus area as Respondent. 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, except that RESPONDENT may contract for services for employment in a correctional facility health setting.

Further, while working under the terms of this Order as an Advanced Practice Registered Nurse, RESPONDENT will be permitted to also work as a registered nurse (RN) and be employed with Texas Children's Hospital, Houston, Texas. However, RESPONDENT must meet the indirect supervision requirements of this paragraph and the requirements of paragraph E of this section while employed at Texas Children's Hospital, Houston, Texas. RESPONDENT's employment at Texas Children's Hospital, Houston, Texas, shall not be credited towards the completion of this Order. Other than

this specified exception, multiple employers are prohibited.

- D. Monitored Practice:** For the remainder of the probation period, RESPONDENT'S advanced practice registered nursing must be monitored by a Physician or an Advanced Practice Registered Nurse in the same advanced role and population focus area as Respondent who has been approved by the Board. RESPONDENT MUST, within ten (10) days of entry of this Order or within (10) days of employment as an advanced practice registered nurse, provide to the Board a list of three (3) Advanced Practice Registered Nurses and/or three (3) Physicians from which the Board shall select an approved monitor. For each Advanced Practice Registered Nurse and Physician, the list must include name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of Respondent's receipt of the name of the approved monitor selected by the Board. The monitor will offer guidance, advice and assistance to the RESPONDENT as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. RESPONDENT SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. Meetings may be longer and more frequent if the monitor determines necessary. RESPONDENT SHALL NOT be self-employed or contract for services, except that RESPONDENT may contract for services for employment in a correctional facility health setting.

Further, while working under the terms of this Order as an Advanced Practice Registered Nurse, RESPONDENT will be permitted to also work as a registered nurse (RN) and be employed with Texas Children's Hospital, Houston, Texas. However, RESPONDENT must meet the indirect supervision requirements of this paragraph and the requirements of paragraph E of this section while employed at Texas Children's Hospital, Houston, Texas. RESPONDENT's employment at Texas Children's Hospital, Houston, Texas, shall not be credited towards the completion of this Order. Other than this specified exception, multiple employers are prohibited.

- E. Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each supervising Advanced Practice Registered Nurse or Physician 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 Advanced Practice Registered Nurse or Physician who supervises the RESPONDENT and these reports shall be submitted by the supervising Advanced Practice Registered Nurse or Physician to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as an advanced practice registered nurse.

## VI.

### FURTHER COMPLAINTS

If, during the period of probation, an additional allegation, accusation, or petition is reported or filed against the Respondent's license(s), the probationary period shall not expire and shall automatically be extended until the allegation, accusation, or petition has been acted upon by the Board.

**VII. 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.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

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 24<sup>th</sup> day of May, 2018.

Josephine Kechi Iroegbu

JOSEPHINE KECHI IROEGBU, Respondent

Sworn to and subscribed before me this \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_.

SEAL

\_\_\_\_\_  
Notary Public in and for the State of \_\_\_\_\_

Approved as to form and substance.

Michael Yanof  
MICHAEL YANOF, Attorney for Respondent

Signed this 24<sup>th</sup> day of May, 2018.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 24<sup>th</sup> day of May, 2018, by JOSEPHINE KECHIROEGBU, Advanced Practice Registered Nurse License Number AP126534, Registered Nurse License Number 718599, and Vocational Nurse License Number 178559, and said Order is final.

Effective this 19<sup>th</sup> day of July, 2018.



---

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