



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

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In the Matter of § AGREED ORDER  
Registered Nurse License Number 740355 § FOR  
issued to ALICE ABRAHAM THOMAS § KSTAR PILOT PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of ALICE ABRAHAM THOMAS, Registered Nurse License Number 740355, 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 April 16, 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 professional nurse in the State of Texas is in current status.
4. Respondent received a Diploma Degree in Nursing from India on July 1, 1981. Respondent received a Baccalaureate Degree in Nursing in Arizona on June 24, 2012. Respondent was licensed to practice professional nursing in the State of Texas on April 25, 2007.
5. Respondent's nursing employment history includes:

1982 - 1984	Registered Nurse	Jaslok Hospital & Research Center Bombay, India
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Respondent's nursing employment history continued:

1984 - 1990	Registered Nurse	Ministry of Health Saudi Arabia
8/1990 - 5/2006	Clinical Nurse	Ministry of Health Oman
7/2006 - 7/2007	Registered Nurse	John Kane Regional Center Pittsburgh, Pennsylvania
8/2007 - 10/2007	Unknown	
11/2007 - 8/2017	Registered Nurse	MD Anderson / Memorial Hermann Hospital Houston, Texas
9/2017 - Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with MD Anderson / Memorial Hermann Hospital, Houston, Texas, and had been in that position for eight (8) years and four (4) months.
7. On or about September 26, 2016, while employed as a Registered Nurse with MD Anderson, Houston, Texas, Respondent failed to administer Floscarent and Keppra to Patient Number 0882818, as ordered, to be given after dialysis. Additionally, Respondent incorrectly documented that the 1600 dose of Posaconazole was canceled even though she administered it. Respondent's conduct resulted in an inaccurate medical record and was likely to injure the patient in that failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment of the patient's condition.
8. On or about January 25, 2017, while employed as a Registered Nurse with MD Anderson, Houston, Texas, Respondent failed to notify the team that the temperature of Patient Number 2051423 was 39.2 (102.2F) and falsely documented that team was notified. Instead, Respondent administered Tylenol but did not report the fever because the patient was already on antibiotics. Respondent's conduct resulted in an inaccurate medical record and exposed the patient to risk of harm by depriving the physician of vital information that would be required to institute timely medical interventions to stabilize the patient's condition.
9. In response to the incident in Finding of Fact Number Seven (7), Respondent admits she did not administer the Foscarent and Keppra to the patient, due to facility's electronic documentation system being a new system that created confusion and problems with documentation. Respondent states the pharmacy had not placed the appropriate dosage into

system after dialysis for the medications, and Respondent did not check the physician orders and missed the doses ordered. Respondent states she administered the Posaconazole, but the system cancels medications if they were given more than one (1) hour from the scheduled time. In response to the incident in Finding of Fact Number Eight (8), Respondent denies the allegation and states the patient's team was notified and she documented it in the medical record.

### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555 , the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(C),(1)(D),(1)(M),(1)(N)&(1)(P) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 740355, heretofore issued to ALICE ABRAHAM THOMAS.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

### TERMS OF ORDER

#### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS** in accordance with the terms of this Order.

- A. This Order SHALL apply to any and all future licenses issued to Respondent to practice nursing in the State of Texas.
- B. This Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.
- C. As a result of this Order, Respondent's license(s) will be designated "single state" and Respondent may not work outside the State of Texas in another nurse licensure compact party state.

**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. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PILOT PROGRAM**

IT IS AGREED and ORDERED that RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Pilot Program and RESPONDENT SHALL:

- (A) Within forty-five (45) days of entry of this Order, apply to and enroll in the KSTAR Pilot Program, including payment of any fees and costs, unless otherwise agreed in writing;
- (B) Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- (C) Follow all requirements within the remediation plan, if any;
- (D) Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Pilot Program; and
- (E) Provide written documentation of successful completion of the KSTAR Pilot Program to the attention of Monitoring at the Board's office.

**IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS**

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Pilot Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including

revocation of Respondent's license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

**V. 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, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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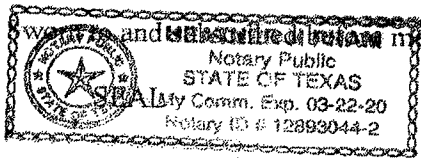
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RESPONDENT'S CERTIFICATION

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 25<sup>th</sup> day of August, 2018.

[Signature]  
ALICE ABRAHAM THOMAS, Respondent



this 25<sup>th</sup> day of August, 2018.

[Signature]  
Notary Public in and for the State of TX

Approved as to form and substance.

Marc M. Meyer  
Marc Meyer, Attorney for Respondent

Signed this 27<sup>th</sup> day of August, 2018.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 25th day of August, 2018, by ALICE ABRAHAM THOMAS, Registered Nurse License Number 740355, and said Order is final.

Effective this 25th day of October, 2018.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas". The signature is written in a cursive style with a horizontal line underneath it.

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