



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
Registered Nurse License Number 912327
issued to MICHAEL GLENN THOMPSON

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AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MICHAEL GLENN THOMPSON, Registered Nurse License Number 912327, 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 Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on June 3, 2020.

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 Agreed Order.
3. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Excelsior College, Albany, New York, on April 1, 2013. Respondent was licensed to practice professional nursing in the State of Wyoming on July 5, 2013; was licensed to practice professional nursing in the State of Colorado on September 23, 2015; and was licensed to practice professional nursing in the State of Texas on December 12, 2016.
5. Respondent's nursing employment history includes:

7/2013 – 6/2014	Charge Nurse	Kindred Rehabilitation and Wellness Center Unknown
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6/2014 – 10/2015	Registered Nurse/Charge Nurse	Cheyenne Regional Medical Center Cheyenne, Wyoming
10/2015 – 3/2016	Unit Manager	Granite Rehabilitation and Wellness Center Cheyenne, Wyoming
4/2016 – 5/2016	Unknown	
6/2016 - Unknown	Registered Nurse	Houston Methodist The Woodlands Hospital Conroe, Texas
Unknown - Present	Registered Nurse	HealthTrust Workforce Solutions Sunrise, Florida

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Houston Methodist The Woodlands Hospital, Conroe, Texas, and had been in that position for two (2) years and two (2) months.
7. On or about August 20, 2018, while employed as a Registered Nurse at Houston Methodist The Woodlands Hospital, Conroe, Texas, Respondent failed to place Patient MRN 108845992 on telemetry monitoring, as ordered, despite acknowledging the order at 22:51 and then acknowledging another order for telemetry monitoring at 01:05. Subsequently, the patient was not placed on telemetry monitoring until the following shift. Respondent's conduct was likely to injure the patient from undetected cardiac dysrhythmias.
8. On or about September 30, 2018, while employed as a Registered Nurse at Houston Methodist The Woodlands Hospital, Conroe, Texas, Respondent failed to administer the 06:00 dose of Metoprolol 12.5 mg to Patient MRN 108873954, as ordered, and instead withheld the medication for "nursing judgment" though the patient was within parameters. Subsequently, the patient experienced cardiac dysrhythmia at 09:10 when the patient's heart rhythm went into atrial fibrillation with rapid ventricular response. Respondent's conduct was likely to injure the patient in that failure to administer medication as ordered could have resulted in non-efficacious treatment.
9. On or about October 8, 2018, while employed as a Registered Nurse at Houston Methodist The Woodlands Hospital, Conroe, Texas, Respondent failed to place Patient MRN 108726145 on Continuous Passive Motion, as ordered, after knee arthroplasty. Respondent's conduct was likely to injure the patient from formation of possible blood clots and/or from the effects of delayed joint recovery, including unnecessary pain and reduced range of motion.
10. In response to the incident in Finding of Fact Number Seven (7), Respondent states that, unfortunately, he missed the order. Respondent states that there were issues regarding the

telemetry policy in terms of who was responsible for getting the order to telemetry, getting the box from telemetry, and applying it to the patient. Respondent acknowledges that ultimately it was his responsibility to make sure it got done. In response to the incident in Finding of Fact Number Eight (8), Respondent states that this was a judgment call based on the presenting patient condition as he recalls using the blood pressure obtained by staff a little earlier to make his decision. Respondent states that the patient was scheduled to receive the Metoprolol, but was also in pain. Respondent states that the blood pressure was close enough to the hold parameters that he felt the concurrent administration of a narcotic and a beta blocker would lower the patient's blood pressure too much. Respondent states that he discussed his decision with the nurse practitioner who was on duty. In response to the incident in Finding of Fact Number Nine (9), Respondent states that this was a failure on his part as continuous passive motion was not part of every orthopedic surgeon's order set and he failed to thoroughly review this particular set.

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)(M)&(3)(A) 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 Registered Nurse License Number 912327, heretofore issued to MICHAEL GLENN THOMPSON.
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" as applicable and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state using a Texas compact license.

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 Nursing Education, Licensure and Practice, 22 TEX. ADMIN. CODE §§211.1 *et seq.*, and this Agreed 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 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 and video programs will not be approved.
- B. **A Board-approved course in medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- C. **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.*

V. EMPLOYMENT REQUIREMENTS

In order to complete the terms of this Order, RESPONDENT must work as a 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 four (4) quarterly periods [one (1) year] of employment. This requirement will not be satisfied until four (4) quarterly periods of

employment as a nurse have elapsed. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Incident Reporting:** While employed as an Agency Nurse with HealthTrust Workforce Solutions, Sunrise, Florida, and assigned ONLY to either HCA Houston Healthcare-Tomball, Tomball, Texas or HCA Houston Healthcare-Kingwood, Kingwood, Texas, for, at a minimum, quarterly assignments, RESPONDENT SHALL CAUSE each employer to immediately submit any and all incident, counseling, variance, unusual occurrence, and medication or other error reports involving RESPONDENT, as well as documentation of any internal investigations regarding action by RESPONDENT, to the attention of Monitoring at the Board's office.
- D. **Indirect Supervision:** Should Respondent's employment as an Agency Nurse with HealthTrust Workforce Solutions, Sunrise, Florida, and quarterly assignments to either HCA Houston Healthcare-Tomball, Tomball, Texas or HCA Houston Healthcare-Kingwood, Kingwood, Texas, cease or change, the following terms apply for the remainder of the Order: RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational 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 of 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. Multiple employers are prohibited.

- E. **Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each employer 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 individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for four (4) quarters [one (1) year] of employment as a nurse.

VI. RESTORATION OF UNENCUMBERED LICENSE(S)

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(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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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. 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 this Order is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

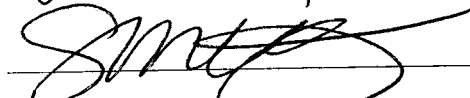
Signed this 27th day of August, 2020.



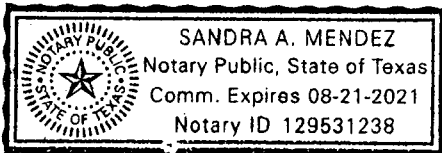
MICHAEL GLENN THOMPSON, RESPONDENT

Sworn to and subscribed before me this 27th day of August, 2020.

SEAL



Notary Public in and for the State of TX



WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 27th day of August, 2020, by MICHAEL GLENN THOMPSON, Registered Nurse License Number 912327, and said Agreed Order is final.

Effective this 22nd day of October, 2020.

A handwritten signature in cursive script that reads "Katherine A. Thomas".

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