



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 ORDER
Registered Nurse License Number 791148 §
& Vocational Nurse License Number 206949 §
issued to MEESHA ANNE DUMAS §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MEESHA ANNE DUMAS, Registered Nurse License Number 791148, and Vocational Nurse License Number 206949, 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 January 13, 2021.

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 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.
4. Respondent received a Certificate in Vocational Nursing from Delta College, University City, Michigan, on August 22, 2005. Respondent received an Associate Degree in Nursing from Delta College, University Center, Michigan, on April 30, 2010. Respondent was licensed to practice vocational nursing in the State of Texas on October 17, 2006. Respondent was licensed to practice professional nursing in the State of Texas on September 2, 2010.
5. Respondent's nursing employment history includes:

10/2006 – 03/2011	Unknown	Unknown
04/2011 – 03/2015	Patient Care Manager Alternate Supervising Nurse	Heart to Heart Hospice San Antonio, TX
03/2015 – 08/2015	Clinical Manager Alternate Supervising Nurse	SouthernCare Hospice San Antonio, TX
08/2015 – 06/2016	Hospice Administrator Director of Nursing	Freedom Hospice Arlington, TX
06/2016 – 06/2018	Hospice Administrator Director of Nursing	Holy Savior Hospice Fort Worth, TX
07/2018 – 09/2018	Unknown	Unknown
10/2018 – Present	Director of Nursing	San Antonio Inspire Hospice San Antonio, TX

6. At the time of the initial incident, Respondent was employed as a Director of Nursing with San Antonio Inspire Hospice, San Antonio, Texas, and had been in that position for ten (10) months.
7. On or about August 8, 2019, through August 10, 2019, while employed as a Director of Nursing by San Antonio Inspire Hospice, San Antonio, Texas, Respondent failed to ensure that staff she was administratively responsible for, notified the physician of Patient SA's changes in condition including denuded skin to sacral area and bilateral trochanters. In addition, Respondent failed to ensure that Patient SA's problem of impaired skin integrity, wound care and wound care supplies were included in the patient's Plan of Care. Respondent's conduct deprived the physician of the opportunity to institute timely medical interventions to stabilize the patient and exposed the patient to risk for harm as subsequent caregivers would rely on the Plan of Care to provide appropriate care.
8. On or about August 15, 2019, through August 28, 2019, while employed as a Director of Nursing by San Antonio Inspire Hospice, San Antonio, Texas, Respondent failed to ensure that staff she was administratively responsible for, notified the physician and/or obtain appropriate wound care order for Patient SA's deteriorating wounds. Respondent's conduct deprived the physician of the opportunity to institute timely medical interventions to stabilize the patient and contributed to the patient suffering.
9. On or about August 22, 2019, through September 2, 2019, while employed as a Director of Nursing by San Antonio Inspire Hospice, San Antonio, Texas, Respondent failed to

ensure that staff she was administratively responsible for, accurately assessed and measured Patient SA's wounds to heels, left hip and coccyx. Respondent's conduct was likely to harm the patient from clinical decisions based on incomplete assessment information and may have contributed to the deterioration of Patient SA's wounds.

10. On or about August 15, 2019, while employed as a Director of Nursing by San Antonio Inspire Hospice, San Antonio, Texas, Respondent failed to ensure that Patient SA received a Weekly Skilled Nurse Visit for wound care as ordered by the physician. At the next nursing visit on August 22, 2019, Patient SA had a deep tissue injury to right heel, denuded wound to left hip, and an open sacral wound open with sloughing and eschar. Respondent's conduct deprived the patient of detection and timely medical intervention in the event the patient experienced a change in condition and may have contributed to the deterioration of Patient SA's wounds.
11. In response to Findings of Fact Numbers Seven (7) through Number Ten (10), Respondent states she ensured that her staff was visiting their assigned patients by running weekly reports and by speaking to each team member weekly to discuss patients and concerns. Respondent states the patient was being seen by a Registered Nurse for weekly wound care, except on July 25, 2019 when the family cancelled the visit. In addition, the patient had an extra nursing visit on September 8, 2019. Respondent states the physician was given routine and as needed reports about the wound. Furthermore, Respondent states that the goal in Hospice is not necessarily heal the wound, but to provide palliation, treat pain, prevent infection, and prevent the wound from getting worse, but patient's advanced age, debilitated state, incontinence, inability to reposition, poor intake, and reliance on elderly caregiver most likely lead to worsening of the wound and developing new pressure ulcers
12. Formal Charges were filed on June 24, 2020.

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)(D),(1)(M),(1)(P),(1)(U)&(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 791148, and Vocational Nurse License Number 206949, heretofore issued to MEESHA ANNE DUMAS.

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. **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:** 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. **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

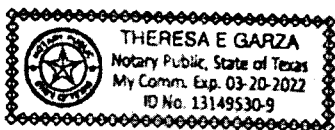
I understand that I have the right to legal counsel prior to signing this Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action 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 2 day of March, 2021.

Meesha Anne Dumas
MEESHA ANNE DUMAS, RESPONDENT

Sworn to and subscribed before me this 2 day of March, 2021.

SEAL



Theresa E. Garza

Notary Public in and for the State of Texas

Approved as to form and substance.

Floyd Gilbert Olivares, Attorney for Respondent

Signed this _____ day of _____, 20____.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 2nd day of March, 2021, by MEESHA ANNE DUMAS, Registered Nurse License Number 791148, and Vocational Nurse License Number 206949, and said Agreed Order is final.

Effective this 23rd day of March, 2021.



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