



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 A. Williams
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED ORDER
Registered Nurse License Number 965189	§	
issued to CAROLINE PAPANIKOLAOU	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CAROLINE PAPANIKOLAOU, Registered Nurse License Number 965189, 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)(13), Texas Occupations Code.

An informal conference was conducted on March 2, 2021, in accordance with Section 301.464, Texas Occupations Code. Respondent appeared by telephone. Respondent was represented by Laura Cavaretta, Attorney at Law.

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 a Baccalaureate Degree in Nursing from Federal University of Mato Grosso, Brazil, on April 1, 2014. Respondent was licensed to practice professional nursing in the State of Texas on April 8, 2019.
5. Respondent's nursing employment history includes:

7/2014 – 10/2014	Registered Nurse	Santa Rosa Hospital Cuiaba, Brazil
------------------	------------------	---------------------------------------

Respondent's nursing employment history continued:

11/2014 – 1/2016	Unknown	
2/2016 – 9/2018	Registered Nurse	Children's National Medical Center Washington, D.C.
10/2018 – Present	Registered Nurse	University Hospital San Antonio, Texas

6. At the time of the incident, Respondent was employed as a Registered Nurse with University Hospital, San Antonio, Texas, and had been in that position for one (1) year and five (5) months.
7. On or about March 3, 2020, while employed as a Registered Nurse with University Hospital, San Antonio, Texas, Respondent, who was precepting another nurse, failed to appropriately intervene and/or document interventions when Patient MRN 00784907 made repeated requests to the precepted nurse to discontinue a intravenous catheter (IV) on the left hand that was infiltrated, causing the patient to experience pain and swelling. The patient subsequently sustained a blood clot to the left arm from the infiltrated IV. Respondent's conduct created an incomplete medical record. Respondent's conduct could have caused the patient to experience unnecessary pain and exposed the patient to risk of injury from thrombophlebitis.
8. In response to the incident in Finding of Fact Number Seven (7) After she was notified by the RN caring for the patient that a complaint was made about the IVs, Respondent evaluated the patient and removed an IV which had been infiltrated and another IV which had not been in use, but which the Patient requested to be removed. Respondent states, and the medical records confirm, that one of the two IVs was not being used and the other IV was evaluated and flushed without difficulty several times before the patient complained. Respondent further states she was preceptor for another nurse who was caring for the patient, and upon notification of a problem with the IV by the nurse, she immediately assessed the IV sites. Respondent also states the IVs were discontinued and her assessment noted the left hand was more swollen than the right. Respondent states she reported the infiltration to the Nurse Practitioner who evaluated the patient and advised Respondent to provide comfort measures to the affected area. Respondent further states the patient's limbs were elevated and hot packs applied but acknowledges this action was not charted.

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) 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)(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 965189, heretofore issued to CAROLINE PAPANIKOLAOU.
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 **REMEDIAL EDUCATION** 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 nursing documentation** that shall be a minimum of six (6) hours in length. The course's content shall include: 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. Home study courses and video programs will not be approved.

- 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. **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.

BALANCE OF THIS PAGE INTENTIONALLY LEFT BLANK.

CONTINUED ON NEXT PAGE.

RESPONDENT'S CERTIFICATION

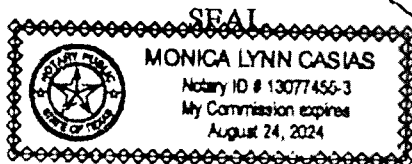
I understand that I have the right to legal counsel prior to signing this Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing and 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) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 19 day of May, 2021.



CAROLINE PAPANIKOLAOU, RESPONDENT

Sworn to and subscribed before me this 19 day of May, 2021.





Notary Public in and for the State of TX

Approved as to form and substance.



Laura Cavaretta, Attorney for Respondent

Signed this 20th day of May, 2021.

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 19th day of May, 2021, by CAROLINE PAPANIKOLAOU, Registered Nurse License Number 965189, and said Agreed Order is final.

Effective this 25th day of May, 2021.

A handwritten signature in cursive script, reading "Katherine A. Thomas".

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