

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of
Registered Nurse License Number 641140
issued to LAURA P THIBODAUX

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AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LAURA P THIBODAUX, Registered Nurse License Number 641140, 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 March 22, 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 professional nurse in the State of Texas is in current status.
4. Respondent received an Associate Degree in Nursing from Lamar University, Beaumont, Texas, on May 1, 1997. Respondent was licensed to practice professional nursing in the State of Texas on June 24, 1997.
5. Respondent's nursing employment history includes:

6/1997 – 2004

Staff RN – ED

Christus Hospital
Beaumont, Texas

Respondent's nursing employment history continued:

1998 – 2002	Staff RN - ED	Park Place Hospital Houston, Texas
3/2003 – 5/2005	Senior Clinical Research Associate	Southeast Texas Cardiology Associates Beaumont, Texas
5/2005 – 4/2016	RN Clinical Coordinator – Education	Christus Hospital Beaumont, Texas
4/2016 - Present	Staff RN – ICU	The Medical Center of Southeast Texas Port Arthur, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with The Medical Center of Southeast Texas, Port Arthur, Texas, and had been in that position for four (4) years and four (4) months.
7. On or about August 21, 2020, through August 23, 2020, while employed as a Registered Nurse (RN) with The Medical Center of Southeast Texas, Port Arthur, Texas, Respondent inappropriately accessed the electronic medical records of multiple patients by using the login credentials of a pulmonology physician, and assisted the provider with rounds by reviewing test results and entering verbal physician's orders for the patients, while on the phone with the provider. Respondent's conduct was in violation of the Health Insurance Portability and Accountability Act (HIPAA).
8. In response to Finding of Fact Number Seven (7), Respondent states she was hired to work as a scribe on her days off in the ICU by a pulmonologist at the facility. Respondent states the provider informed her that she had approval from administration to hire a nurse at the facility to assist her with rounds since the pulmonologist census was extremely high due to the influx of COVID patients. Respondent states the provider would log into the computer system and dictate her assessments through her phone and it would sync to the patient's chart as they rounded. Respondent states the provider had an app on her phone, that the computer system was compatible with, that allowed her to do this. Respondent states she would pull up the correct screen and then hit save when the provider was done. Respondent admits she entered orders on patients that were given by the provider as she was assessing the patients or moving from one patient to another. Respondent states that she was later informed that the provider was not given final approval from administration.

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)(E) 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 641140, heretofore issued to LAURA P THIBODAUX.
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 WITH FINE** 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.
- C. **The course "Patient Privacy,"** a 5.4 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. MONETARY FINE

RESPONDENT SHALL **pay a monetary fine in the amount of two hundred fifty dollars (\$250.00) within forty-five (45) days of the effective date of this Order.**

Payment is to be made directly to the Texas Board of Nursing in the form of cashier's check or U.S. money order. Partial payments will not be accepted.

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 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 14 day of May, 2021.

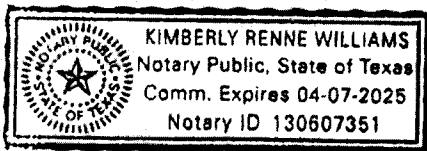
Laura P. Thibodaux
LAURA P THIBODAUX, RESPONDENT

Sworn to and subscribed before me this 14 day of May, 2021.

SEAL

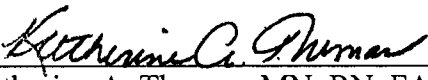
Kimberly Williams

Notary Public in and for the State of Texas



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 14th day of May, 2021, by LAURA P THIBODAUX, Registered Nurse License Number 641140, and said Agreed Order is final.

Effective this 25th day of May, 2021.



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