

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of	§	AGREED ORDER
Registered Nurse License Number 742094	§	
issued to LISA ANN WILSON	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LISA ANN WILSON, Registered Nurse License Number 742094, 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.

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 October 20, 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 Grayson County College, Denison, Texas, on May 12, 2007. Respondent was licensed to practice professional nursing in the State of Texas on June 12, 2007. Respondent received a Bachelors of Science in Nursing from Houston Baptist University in May of 2018.
5. Respondent's nursing employment history includes:

6/2007 – 11/2019	Registered Nurse	Medical City Plano Plano, Texas
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Respondent's nursing employment history continued:

12/2019 – 1/2020	Unknown	
1/2020 – Present	RN	Baylor Scott & White McKinney, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Medical City Plano, Plano, Texas, and had been in that position for twelve (12) years and five (5) months.
7. On or about June 20, 2019 and July 20, 2019, while employed as a Registered Nurse with Medical City Plano, Plano, Texas, Respondent withdrew one (1) Hydrocodone 10/325mg tablet for Patient Number E00993542363 [SB] and one (1) Hydrocodone 10/325mg tablet for Patient Number E00993501278 [SG], from the medication dispensing system respectively, but failed to document and/or accurately and completely document the administration of the Hydrocodone in the patients' Medication Administration Records (MARs). Respondent's conduct may have exposed the patients to an increased risk of injury in that subsequent caregivers would rely on her documentation to further medicate the patients.
8. On or about June 22, 2019, through July 20, 2019, while employed as a Registered Nurse with Medical City Plano, Plano, Texas, Respondent administered Hydrocodone 10/325mg to Patient Numbers E000993542363 [SB], E00993779782 [TT], and E00993501278 [SG], who had a pain levels of 3-5 out of 10, outside the parameters of the physician's order. The patients had a physician's order to receive Hydrocodone 10/325mg for severe pain (7-10). Respondent's conduct unnecessarily exposed the patients to a risk of harm in that failing to administer pain medications as ordered by the physician, could result in the patient suffering from adverse reactions.
9. On or about September 30, 2019, while employed as a Registered Nurse with Medical City Plano, Plano, Texas, Respondent administered Hydrocodone 5/325mg to Patient Number E00993991869 [JC], who had pain level 7 out of 10, outside the parameters of the physician's order. The patient had a physician's order to receive Hydrocodone-5/APAP 325 MG for moderate pain (4-6). Respondent's conduct unnecessarily exposed the patients to a risk of harm from ineffective pain management.
10. In response to the Findings of Fact Numbers Seven (7) through Nine (9), Respondent states the records provided by the facility did not reflect the entire documentation. Respondent admits she did not scan the patient or medication on seven different occasions but did a 'full document', a part of the permanent record, of the medication due to it being time-sensitive. Respondent states she was not made aware of any medication errors until October 17, 2019, when her manager asked her to explain discrepancies from the Pyxis machine, several months later. Respondent acknowledges that she charted giving patients medication with a pain scale entry below the physician's' order due to her observation of the patient's

behavior. Respondent states she was educated not to give a patient more pain medication than they are comfortable taking and felt that she had given the appropriate dose in each case. Respondent states she was not given the opportunity to review her nursing notes in full and offered to take a drug test at the time. Respondent states the facility was without a clinician for five months and there was a backlog of pharmacy audits.

11. On or about May 9, 2020, Respondent successfully completed a Board approved class in 'Nursing Jurisprudence and Ethics', which would have been a requirement of this Order.
12. On or about December 26, 2020, Respondent successfully completed a Board approved class 'Sharpening Critical Thinking Skills', which would have been a requirement of this Order.

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).
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 742094, heretofore issued to LISA ANN WILSON.
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 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.
- 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.

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. **Indirect Supervision:** 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.
- 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.

VII. 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 26 day of April, 2024.




LISA ANN WILSON, RESPONDENT

Sworn to and subscribed before me this _____ day of _____, 20____.

SEAL

Notary Public in and for the State of _____

Approved as to form and substance. YRW



Nancy Roper Willson, Attorney for Respondent

Signed this 30th day of April, 2024.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 26th day of April, 2021, by LISA ANN WILSON, Registered Nurse License Number 742094, and said Agreed Order is final.

Effective this 8th day of June, 2021.

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

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