



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
Advanced Practice Registered Nurse License	§	
Number AP110815 with Prescription	§	
Authorization Number 3862, and	§	
Registered Nurse License Number 649286	§	
issued to MICHELLE MCDONALD ADAMS		

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MICHELLE MCDONALD ADAMS, Advanced Practice Registered Nurse License Number AP110815 with Prescription Authorization Number 3862 and Registered Nurse License Number 649286, 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 November 25, 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. Respondent's license to practice as an advanced practice registered nurse in the State of Texas with authorization as a Women's Health Nurse Practitioner is in current status with Prescription Authorization Number 3862 in current status.
4. Respondent received a Baccalaureate Degree in Nursing from University of Texas Tyler at Palestine, Palestine, Texas, on December 1, 1997. Respondent was licensed to practice professional nursing in the State of Texas on March 3, 1998. Respondent received a Women's Health Nurse Practitioner Certificate from University of Texas Southwestern,

Dallas, Texas on November 8, 2000. Respondent was licensed to practice advanced practice registered nursing in the State of Texas with authorization as a Women's Health Nurse Practitioner on March 1, 2001.

5. Respondent's nursing employment history includes:

3/1998 – 3/2000 Unknown

4/2000-10/2002	Women's Health Nurse Practitioner	Obstetrics & Gynecology Associates of East Texas Palestine, Texas
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10/2002-2/2013	Women's Health Nurse Practitioner	PRMC- Women's Health Clinic Fairfield, Texas
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2/2013-6/2014	Women's Health Nurse Practitioner	East Texas Medical Center- Rural Health Clinic Fairfield, Texas
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7/2014-12/2016 Unknown

1/2017-Present	Women's Health Nurse Practitioner	Resolutions Weight Loss Center Palestine, Texas
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6. At the time of the incidents, Respondent was employed as a Women's Health Nurse Practitioner with Resolutions Weight Loss Center, Palestine, Texas, and had been in that position for two (2) years and six (6) months.
7. On or about July 17, 2019, through July 25, 2019, while employed as a Women's Health Nurse Practitioner at Resolutions Weight Loss Center, Palestine, Texas, Respondent incorrectly prescribed Patient MG Nature Thyroid thirty (30) milligrams daily, though the patient had normal thyroid levels. Specifically, the patient was treated based on the clinic's protocols rather than her actual condition which is not the standard of care. Additionally, Respondent failed to document a complete physical exam at the time of the patient's initial clinic visit. Respondent's conduct unnecessarily exposed the patient to risk of harm from medication administered according to protocols rather than actual patient needs.
8. On or about July 17, 2019, through July 25, 2019, while employed as a Women's Health Nurse Practitioner at Resolutions Weight Loss Center, Palestine, Texas, Respondent incorrectly prescribed and inserted testosterone pellets into Patient MG. Testosterone pellets are not FDA approved for female hormone replacement. Respondent treated the patient based off of a single laboratory result, instead of repeating the test and discussing

treatment options with the patient. Subsequently, the patient was seen by another provider and found to have significantly elevated testosterone levels. Respondent's conduct was likely to injure the patient from lack of appropriate medical care.

9. In response to the incident in Finding of Fact Number Seven (7) and Finding of Fact Number Eight (8), Respondent states that patient MG had a BioTE consultation at Resolutions Weight Loss Center and completed pre-procedure labs and forms. Respondent states that the lab work showed that the patient had low levels of Vitamin D and she was recommended to take BioTE ADK. Respondent states that the lab work also showed that the patient had elevated levels of TPO antibodies. Respondent reports that based on the patient's lab work and reported symptoms, which included moderate depression, moderate hair loss, moderate mood changes, and moderate intolerance to cold temperature, MG was prescribed NP Thyroid 30mg, and she was advised to start a thyroid support supplement in accordance with BioTE protocol. Respondent states that the recommendations were provided to MG in her discharge summary paperwork. Respondent states that Patient MG also received BioTE pellets on July 25, 2019, which were inserted under her skin. Respondent states that she was given the proper dosage based on her lab results, reported symptoms, age, and weight in accordance with BioTE recommendations. Respondent states that Patient MG was advised to return for a follow up appointment within 4-6 weeks to undergo new lab work. Respondent states that the lab work is important to determine the effectiveness of the treatment. Respondent states that MG was informed of the importance to comply with her follow up appointment, especially if her symptoms were not relieved. Respondent states that the patient had a scheduled follow up, but failed to show up for the appointment.

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)&(4)(B); 22 TEX. ADMIN. CODE §217.12 (1)(A),(1)(B),(1)(C)&(4); §221.12; and 221.13.
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Advanced Practice Registered Nurse License Number AP110815 with Prescription Authorization Number 3862 and Registered Nurse License Number 649286, heretofore issued to MICHELLE MCDONALD ADAMS.
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 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.
- D. **The course "Determining APRN Scope of Practice,"** a 1.4 contact hour online program provided by the Texas Board of Nursing. Information about this course is available at <https://www.bon.texas.gov/catalog/product/#bon-course-aprnscope> or from the "CNE Workshops/Webinars" section of the Board's website under "News" menu.

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 an advanced practice registered 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 an advanced practice registered nurse have elapsed. Periods of unemployment or of employment that do not require the use of an advanced practice registered nurse (APRN) license will not apply to this period and will not count towards completion of this requirement. Further, Respondent may not work as a registered nurse (RN) or a vocational nurse (LVN) license, as applicable, while under the terms of this Order.

- A. **Notifying Present and Future Employers, Practice Sites and Credentialing Agencies:** RESPONDENT SHALL notify each present employer, practice site and/or credentialing agency in nursing of this Order of the Board and the stipulations on RESPONDENT'S license(s). RESPONDENT SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer, practice site and/or credentialing agency in nursing within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers, practice sites and/or credentialing agencies in nursing and present a complete copy of this Order, including all attachments, if any, to each future employer, practice site and/or credentialing agency in nursing prior to accepting an offer of employment and/or assignment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the RESPONDENT by the Board, to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer, practice site and/or credentialing agency in nursing to submit the Board's "Notification of Employment" form, which is provided to the RESPONDENT by the Board, to the Board's office within five (5) days of employment as a nurse.

- C. **Monitored Practice:** RESPONDENT'S advanced practice registered nursing must be monitored by a Physician or an Advanced Practice Registered Nurse in the same advanced role and population focus area as RESPONDENT who has been approved by the Board. RESPONDENT MUST, within ten (10) days of entry of this Order or within (10) days of employment as an advanced practice registered nurse, provide to the Board a list of three (3) Advanced Practice Registered Nurses and/or three (3) Physicians from which the Board shall select an approved monitor. For each Advanced Practice Registered Nurse and Physician, the list must include name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of RESPONDENT'S receipt of the name of the approved monitor selected by the Board. The monitor will offer guidance, advice and assistance to the RESPONDENT as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. RESPONDENT SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. Meetings may be longer and more frequent if the monitor determines necessary. Multiple employers are prohibited.
- D. **Nursing Performance Reports:** RESPONDENT SHALL CAUSE each supervising/monitoring Advanced Practice Registered Nurse or Physician 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 Advanced Practice Registered Nurse or Physician who supervises/monitors the RESPONDENT and these reports shall be submitted by the supervising/monitoring Advanced Practice Registered Nurse or Physician 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 4 day of June, 2021.

MICHELLE MCDONALD ADAMS, RESPONDENT

Sworn to and subscribed before me this 4 day of June, 2021.

SEAL

Carrie Bratz Hulcy
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 4th day of June, 2021, by MICHELLE MCDONALD ADAMS, Advanced Practice Registered Nurse License Number AP110815 with Prescription Authorization Number 3862 and Registered Nurse License Number 649286, and said Agreed Order is final.

Effective this 10th day of August, 2021.

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

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