



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

**IN THE MATTER OF
REGISTERED NURSE LICENSE NUMBER 579955,
ISSUED TO TIFFANY R. SHIPP**

**§ BEFORE THE TEXAS
§
§ BOARD OF NURSING**

NUNC PRO TUNC ORDER OF THE BOARD

An Agreed Order was entered for TIFFANY R. SHIPP on July 12, 2021. The Agreed Order, however, contained a typographical error in the effective date. Upon notice and hearing, administrative agencies, like the Courts, have the power to enter nunc pro tunc orders where it can be seen by reference to a record that what was intended to be entered, but was omitted by inadvertence or mistake, can be corrected upon satisfactory proof of its rendition provided that no intervening rights will be prejudiced. *Railroad Comm'n v. McClain*, 356 S.W.2d 330, 334 (Tex. App.--Austin 1962, no writ) (citing *Frankfort Ky. Nat. Gas Co. v. City of Frankfort*, 276 Ky. 199, 123 S.W.2d 270, 272).

The Executive Director, as agent of the Texas Board of Nursing, after review and due consideration of the record and the facts therein submits and enters the corrected Agreed Order. Respondent received due process regarding her license, therefore, her rights have not been prejudiced.

NOW, THEREFORE, IT IS ORDERED that the corrected Agreed Order is hereby approved and entered on the dates set forth below.

Order effective July 12, 2021.

Entered this 20th day of August, 2021.

BY:

KATHERINE A. THOMAS, MN, RN, FAAN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD



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 579955	§	
issued to TIFFANY R. SHIPP	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TIFFANY R SHIPP, Registered Nurse License Number 579955, 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)(8)&(10), 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 February 11, 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 a Baccalaureate Degree in Nursing from University of Louisiana Monroe, Monroe, Louisiana, on May 1, 1990. Respondent was licensed to practice professional nursing in the State of Texas on May 29, 1992.
5. Respondent's nursing employment history includes:

5/87 – 4/93	Staff Nurse	St. Francis Medical Center
		Monroe, Louisiana

Respondent's nursing employment continued:

5/93 – 6/96	Staff Nurse	Zale Lipshy University Hospital Dallas, Texas
7/96 – 6/99	RN	Phoenix Memorial Hospital Phoenix, Arizona
7/99 – 11/03	Agency RN	First Assist Inc. Chicago, Illinois
12/3 – 8/06	RN	Children's Memorial Hospital Chicago, Illinois
10/06 – 12/06	Travel RN	American Mobile Nursing San Antonio, Texas
9/07 – 12/08	RN	Surgical Assistant Solutions, Inc. Bartlett, Illinois
1/09 – 8/09	RN	Southeast Baptist Hospital San Antonio, Texas
8/09 – 4/11	Agency RN	Specialty Staffing Inc. Austin, Texas
5/11 – 3/13	Travel RN	Trustaff, Inc. Cincinnati, Ohio
4/13 – 11/13	RN	Advocate Children's Hospital Park Ridge, Illinois
12/13 – 6/16	RN	New Horizons Center for Cosmetic Surgery Skokie, Illinois
6/16 – 8/17	RN	Barnes Jewish Hospital St. Peters St. Peters, Missouri
11/17 – 4/18	RN	St. Luke's Hospital Chesterfield, Missouri
5/18 – 1/19	RN	City Hospital in Whiterock Dallas, Texas
2/19 – 5/19	RN	Heart Hospital Baylor Plano, Texas

Respondent's employment history continued:

5/19 – Present Unknown

6. On or about May 31, 2019, Respondent submitted a Delinquent (Expired) License Renewal Form to the Texas Board of Nursing in which she erroneously answered "No" to the question: "Has any licensing authority ever refused to issue you a license or ever revoked, annulled, cancelled accepted surrender of, suspended, placed on probation, refused to renew a license, certificate, or multi-state privilege held by you now or previously, or ever fined, censured, reprimanded, or otherwise disciplined you? (You may exclude disciplinary actions issued by the Texas Board of Nursing and disciplinary actions previously disclosed to the Texas Board of Nursing on an initial licensure or renewal application.)"

Respondent failed to disclose that on or about May 30, 2019, Respondent's license to practice registered nursing in the State of Missouri was issued a Settlement Agreement of Probation by the Missouri State Board of Nursing, Jefferson City, Missouri. A copy of the Stipulation, Settlement and Order dated May 30, 2019, is attached and incorporated by reference as part of this Order. On May 31, 2020, Respondent's Missouri license was restored unencumbered.

7. On or about September 17, 2019, Respondent's license to practice registered nursing in the State of Illinois was issued a Consent Order by the Department of Financial and Professional Regulation Division of Professional Regulations for the State of Illinois, based on the action taken by the Missouri State Board of Nursing. On December 17, 2020 the State of Illinois issued an Order of Restoration of Respondent's license.

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 22 TEX. ADMIN. CODE §217.12(6)(H).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(8)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 579955, heretofore issued to TIFFANY R. SHIPP.
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.

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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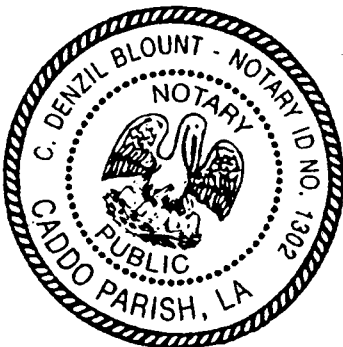
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RESPONDENT'S CERTIFICATION

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 7th day of July, 2021.
Tiffany Shipp
TIFFANY R. SHIPP, RESPONDENT

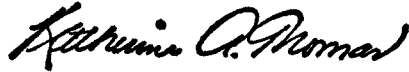
Sworn to and subscribed before me this 7th day of July, 2021.
C. Denzil Blount
SEAL



Notary Public in and for the State of Louisiana
My Commission Is For Life

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 7th day of July, 2021, by TIFFANY R. SHIPP, Registered Nurse License Number 579955, and said Agreed Order is final.

Effective this 12th day of July, 2021.

A handwritten signature in black ink, appearing to read "Katherine A. Thomas".

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

**SETTLEMENT AGREEMENT BETWEEN MISSOURI STATE BOARD
OF NURSING AND TIFFANY SHIPP, RN 2016018120**
Case Number 2018-002638

Come now Tiffany Shipp (Licensee) and the Missouri State Board of Nursing (Board) and enter into this Settlement Agreement for the purpose of resolving the question of whether Licensee's license to practice as a registered professional nurse will be subject to discipline.

Pursuant to the terms of §536.060, RSMo., the parties hereto waive the right to a hearing by the Administrative Hearing Commission of the State of Missouri and, additionally, the right to a disciplinary hearing before the Board under §621.110, RSMo., and stipulate and agree that a final disposition of this matter may be effectuated as described herein.

Licensee acknowledges that she understands the various rights and privileges afforded her by law, including the right to a hearing of the charges against her; the right to appear and be represented by legal counsel; the right to have all charges against her proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing at the hearing against her; the right to a decision upon the record by a fair and impartial administrative hearing commissioner concerning the charges pending against her and, subsequently, the right to a disciplinary hearing before the Board at which time she may present evidence in mitigation of discipline; and the right to potentially recover attorney's fees incurred in defending this action against her license. Being aware of these rights provided her by operation of law, Licensee knowingly and voluntarily waives each and every one of these rights and freely enters into this Settlement Agreement and agrees to abide by the terms of this document, as they pertain to her.

Licensee acknowledges that she has received a copy of the investigative report and other documents relied upon by the Board in determining there was cause for discipline, along with citations to law and/or regulations the Board believes were violated. For the purpose of settling

this dispute, Licensee stipulates that the factual allegations contained in this Settlement Agreement are true and stipulates with the Board that Licensee's license to practice as a registered professional nurse, license number RN 2016018120, is subject to disciplinary action by the Board in accordance with the provisions of Chapter 335, RSMo.

Joint Stipulation of Facts

1. The State Board of Nursing is an agency of the State of Missouri created and established pursuant to § 335.021, RSMo., for the purpose of executing and enforcing provisions of Chapter 335, RSMo., the Nursing Practice Act.

2. Tiffany Shipp is licensed by the Board as a registered professional nurse, license number RN 2016018120. Licensee's license is current and active and was so at all times relevant herein.

3. At all times relevant herein, Licensee was employed as a registered professional nurse with St. Luke's Hospital in Chesterfield, Missouri.

4. On April 10, 2018, Cyndi Clisham, RN Clinical Educator was contacted by Brittany Williams with the Louisiana State Board of Nursing regarding an application from Licensee for Licensee's Louisiana nursing license to be reinstated.

5. Ms. Williams wanted to verify Licensee's employment dates and that she had over 1600 hours of nursing practice within a certain period of time.

6. Ms. Williams contacted Ms. Clisham because she thought the handwriting was similar throughout the application.

7. Ms. Williams faxed Ms. Clisham a copy of the application, in which Ms. Clisham confirmed she did not complete the application and that was not her signature.

8. Brian Johnson, RN Director of Surgical Services, Carrie Egizi, RN Assistant

Nurse Manager, and Ms. Clisham reported contacting Licensee by phone to discuss the concerns of the falsified document.

9. Licensee admitted that she signed Cyndi Clisham's name to the application.

10. Licensee was suspended pending further investigation.

11. On April 17, 2018, Licensee was terminated for the admitting to falsifying the signature of her manager on an RN Employment Verification – Reinstatement document to the Louisiana State Board of Nursing, on or about March 12, 2018.

12. Licensee's conduct, as described herein, constitutes misconduct, fraud, misrepresentation, dishonesty, unethical conduct, and unprofessional conduct in the performance of the functions and duties of a nurse.

13. Licensee's conduct, as described herein, constitutes violation of a professional trust or confidence.

Joint Conclusions of Law

1. Cause exists for the Board to take disciplinary action against Licensee's license under §335.066.2(6) and (13), RSMo., (Supp. 2013), that states in pertinent part:

2. The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621 against any holder of any certificate of registration or authority, permit or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his or her certificate of registration or authority, permit or license for any one or any combination of the following causes:

(6) Misconduct, fraud, misrepresentation, dishonesty, unethical conduct, or unprofessional conduct in the performance of the functions or duties of any profession licensed or regulated by this chapter...;

(13) Violation of any professional trust or confidence[.]

Joint Agreed Disciplinary Order

1. Based upon the foregoing, the parties mutually agree and stipulate that the following shall constitute the disciplinary order entered by the Board in this matter under the authority of § 621.045.4, RSMo.

2. Licensee's license to practice as a registered professional nurse in the State of Missouri, License Number RN 2016018120, is hereby placed on **PROBATION** for a period of one (1) year under the following terms and conditions:

GENERAL REQUIREMENTS

- A. Licensee shall meet with the Board or its management staff at such times and places as required by the Board. The Board shall provide Licensee with notice of the dates, times and locations of regularly scheduled meetings at the time this executed Settlement Agreement is provided to Licensee. If Licensee does not receive notice of the dates, times and locations of the regularly scheduled meeting with the Board within one (1) month after signing this Settlement Agreement, Licensee shall contact the Board office at: **Missouri State Board of Nursing, P.O. Box 656, Jefferson City, Missouri 65102, or by telephone at: (573) 751-0681.** In addition to these regularly scheduled meetings, Licensee shall meet with the Board or its management staff at any other time, as required by the Board.
- B. Licensee shall submit documents showing compliance with the requirements of this Settlement Agreement to the Board when requested and within the time limit the Board requests.
- C. Licensee shall inform the Board within ten (10) working days of any change of home address or home telephone number.
- D. Licensee shall not violate the Nursing Practice Act, Chapter 335, RSMo., and shall not allow her license to lapse. Licensee may place her license on inactive or retired status. The conditions of discipline will continue to apply if the license is inactive or retired.
- E. Licensee shall bear all costs of complying with this Settlement Agreement.
- F. Licensee shall obey all federal, state and local laws, and all rules and regulations governing the practice of nursing in this state. If placed on probation in a criminal case, Licensee shall comply with all aspects of that probation.

- G. Licensee is responsible for insuring that all quarterly reports due pursuant to these conditions are submitted to the Board on a quarterly basis.
- H. Licensee shall notify the Board within five (5) calendar days of entering a plea of guilty, entering a plea of nolo contendere or an "Alford plea" or being found guilty in any criminal prosecution pursuant to the laws of this state, any other state or of the United States.

EMPLOYMENT REQUIREMENTS

- (A.) Licensee shall keep the State Board of Nursing informed of Licensee's current place of employment and of any changes in Licensee's place of employment by notifying the Board within ten (10) working days of such a change. This form is located at <http://pr.mo.gov/nursing-monitoring.asp>.
- B. Licensee shall provide a copy of this Settlement Agreement to any current nursing employer and to any potential nursing employer. Licensee shall provide a copy of this Settlement Agreement to Licensee's current nursing employer as soon as it is received and no later than during Licensee's next work shift or the employer's next working day, whichever is sooner. In addition, Licensee shall provide a copy of this Settlement Agreement to any potential nursing employer prior to acceptance of any offer of employment in nursing. In the event that Licensee is enrolled or attempts to enroll in nursing school during the probationary period, Licensee shall provide a copy of this Settlement Agreement to the school as soon as it is received or the next class day or upon attempting to enroll.
- (C.) Licensee shall cause an evaluation, using the form supplied by the Board, from each and every nursing employer to be completed for the Board at least quarterly, with due dates to be determined by the Board. The evaluation form shall be completed by Licensee's supervisor within a four-week period prior to the date it is due. If Licensee ends employment with a nursing employer, Licensee shall, in addition, request that a final evaluation form from that supervisor to be submitted to the Board within a six-week period following the last day of employment. This evaluation shall be an evaluation of Licensee's job performance and shall be sent to: State Board of Nursing, ATTN: Director of Compliance, P.O. Box 656, Jefferson City, Missouri 65102 or via e-mail to NursingCompliance@pr.mo.gov. The preferred method of submitting the evaluation is that the evaluation is sent directly by the employer. Licensee may submit the form to the Board; however, Board staff may verify with the employer the authenticity of the evaluation submitted by Licensee. This form may be found at <http://pr.mo.gov/nursing-monitoring.asp>.
- D. If Licensee is not employed at any time during the period of discipline, Licensee shall submit an "Employment Status Update" form stating the period(s) of unemployment. This form is located on the Board of Nursing Website at the

address provided in paragraph C above.

- E. If Licensee is employed in a non-nursing job, Licensee shall submit an "Employment Status Update" form stating where Licensee is employed, at least quarterly with due dates to be determined by the Board. The form is located on the Board of Nursing Website at the address provided in paragraph C above.
- F. Licensee shall execute any release or provide any other authorization necessary for the Board to obtain records of Licensee's employment during the period covered by this Settlement Agreement.
- G. Licensee shall notify the Board of Nursing within five (5) calendar days if Licensee has a disciplinary meeting or employment counseling meeting while employed in nursing.

EMPLOYMENT RESTRICTIONS

- A. Licensee may not serve on the administrative staff, as a member of the faculty or as a preceptor at any school of professional or practical nursing.
- B. Licensee shall only work as a nurse where there is on-site supervision by someone with the authority to send Licensee home. Licensee shall not work in home health care, hospice or durable medical equipment.
- C. Licensee shall not work in a healthcare-related position for a temporary employment agency or as a healthcare related independent contractor.

CONTINUING EDUCATION

- (A) Licensee shall complete the following classes offered at <http://learningext.com/>:
 - Righting a Wrong-Ethics and Professionalism in Nursing (3.0 hours)
 - Professional Accountability and Legal Liability for Nurses (5.4 hours)
 - Missouri Nursing Practice Act (2.0 hours)
 - Disciplinary Actions: What Every Nurse Should Know (4.8 hours)
- B. Specific information regarding these classes will be provided by the Director of Compliance at Licensee's initial meeting with the Board.
- C. Licensee shall submit proof of completion of these classes to the Board during the first ninety days of the disciplinary period. A specific due date will be determined by the Board after the discipline goes into effect.
- D. Failure to obtain the required contact hours by the due date shall constitute a violation of the terms of discipline.

3. The Board will maintain this Settlement Agreement as an open and public record of the Board as required by law. The Board will report this Settlement Agreement to data banks, other appropriate entities and in its newsletter. This is a disciplinary action against Licensee's license. The original of this document shall be kept in the Board's file and its contents shall be disclosed to the public upon proper request.

4. The terms of this Settlement Agreement are contractual, legally enforceable and binding, not merely recital. Except as otherwise contained herein, neither this Settlement Agreement nor any of its provisions may be changed, waived, discharged or terminated, except by an instrument in writing signed by the party against whom the enforcement of the change, waiver, discharge or termination is sought.

5. Upon the expiration of said discipline, Licensee's license as a registered professional nurse in Missouri shall be fully restored if all other requirements of law have been satisfied; provided, however, that in the event the Board determines that Licensee has violated any term or condition of this Settlement Agreement, the Board may, in its discretion, after an evidentiary hearing, vacate and set aside the discipline imposed herein and may suspend, revoke or otherwise lawfully discipline Licensee.

6. No order shall be entered by the Board pursuant to the preceding paragraph of this Settlement Agreement without notice and an opportunity for hearing before the Board in accordance with the provisions of Chapter 536, RSMo.

7. If the Board determines that Licensee has violated a term or condition of this Settlement Agreement, which violation would also be actionable in a proceeding before the Administrative Hearing Commission or the Circuit Court, the Board may elect to pursue any lawful remedies or procedures afforded it and is not bound by this Settlement Agreement in its

determination of appropriate legal actions concerning that violation. If any alleged violation of this Settlement Agreement occurred during the disciplinary period, the Board may choose to conduct a hearing before it either during the disciplinary period, or as soon thereafter as a hearing can be held to determine whether a violation occurred and, if so, it may impose further discipline. Licensee agrees and stipulates that the Board has continuing jurisdiction to hold a hearing to determine if a violation of this Settlement Agreement has occurred.

8. Licensee, together with her heirs and assigns and her attorney(s), do hereby waive, release, acquit and forever discharge the Board, its respective members and any of its employees, agents or attorneys, including any former Board members, employees, agents and attorneys, of, or from, any liability, claim, actions, causes of action, fees, costs and expenses and compensation, including, but not limited to, any claims for attorney's fees and expenses, including any claims pursuant to § 536.087, RSMo., or any claim arising under 42 U.S.C. § 1983, which may be based upon, arise out of, or relate to any of the matters raised in this case, its settlement or from the negotiation or execution of its settlement. Licensee acknowledges that this paragraph is severable from the remaining portions of this Settlement Agreement in that it survives in perpetuity even in the event that any court of law deems this Settlement Agreement or any portion thereof void or unenforceable.

9. Missouri is a member of the nurse licensure compact (NLC). Pursuant to the NLC, while under discipline with the home state, the license becomes a single state license authorizing the practice of nursing only in the State of Missouri and does not include a multistate licensure privilege to practice in any other party state.

10. Licensee understands that she may, either at the time the Settlement Agreement is signed by all parties or within fifteen (15) days thereafter, submit the agreement to the

Administrative Hearing Commission for determination that the facts agreed to by the parties constitute grounds for disciplining Licensee's license. If Licensee desires the Administrative Hearing Commission to review this Agreement, Licensee may submit her request to: Administrative Hearing Commission, United States Post Office Building, P.O. Box 1557, Jefferson City, Missouri 65102.

11. If Licensee requests review, this Settlement Agreement shall become effective on the date the Administrative Hearing Commission issues its order finding that the Settlement Agreement sets forth cause for disciplining Licensee's license. If Licensee does not request review by the Administrative Hearing Commission, the Settlement Agreement goes in to effect 15 days after the document is signed by the Executive Director of the Board.

LICENSEE

Tiffany R. Shipp
Tiffany R. Shipp
RN 2016018120

Date 5/10/2019
Complaint No. 2018-002638

BOARD

Lori Scheidt
Lori Scheidt
Executive Director
State Board of Nursing

Date 5-15-2019

EFFECTIVE
DATE
5/30/19
MISSOURI BOARD OF NURSING

STATE OF ILLINOIS
DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
DIVISION OF PROFESSIONAL REGULATION

DIVISION OF PROFESSIONAL REGULATION)	
OF THE ILLINOIS DEPARTMENT OF FINANCIAL)	
AND PROFESSIONAL REGULATION,)	
v.)	Case No. 2019-04343
TIFFANY RUTH SHIPP,)	
License No. 041.316713,)	
Respondent.)	

CONSENT ORDER

The Division of Professional Regulation of the Illinois Department of Financial and Professional Regulation ("Department"), by its attorney Vaughn G. Bentley, and Respondent Tiffany Ruth Shipp ("Respondent") hereby agree to the following:

STIPULATIONS

Respondent holds registered nurse license no. 041.316713. Respondent's license is currently in "active" status. The Department received information that on or about May 15, 2018, Respondent entered into an agreement with the Missouri State Board of Nursing ("MSBN") placing her license on probation for one (1) year. The MSBN Order was based on Respondent's falsification of documents. The allegation(s) as set forth herein, if proven to be true, would constitute grounds for the Department to discipline Respondent's Illinois registered nurse license, under the Act, 225 ILCS 65/70-5(b)(10). Respondent admits all information stated herein is accurate and complete.

At all times material to the matter set forth in this Consent Order, the Department had jurisdiction over the subject matter and the parties herein. Respondent has been advised of the right to a hearing to contest the pending charges, to a hearing where the Department bears the burden to prove its allegations by clear and convincing evidence, the right to present mitigating evidence, and the right to administrative review of any order resulting from a hearing. Respondent knowingly waives each of these rights, as well as any right to administrative review of this Consent Order. Such waiver ceases if this Consent Order is rejected by either the Board or Director. Respondent acknowledges that Respondent has entered into this Consent Order freely and of Respondent's own will without threat or coercion by the Department or any

person, and has not relied upon any representation made by or on behalf of the Department other than those specifically included herein. Respondent acknowledges that the Department attorney may be requested to communicate with the Board or Director in furtherance of the approval of this Consent Order. Respondent acknowledges this Consent Order will be presented to the Director. If this Consent Order is not approved, Respondent waives any right to raise any prejudice resulting from the Director's consideration of this Consent Order. Respondent understands that this Consent Order is not effective unless and until it is adopted by the Director. A copy of any original signature(s) affixed to this Consent Order shall be given the full force and effect of an original signature(s) affixed to this Consent Order.

Respondent and the Department agree in order to resolve this case that Respondent be permitted to enter into a Consent Order with the Department providing for the terms and conditions contained herein which are fair and equitable in the circumstances and which are consistent with the best interests of the people of the State of Illinois.

CONDITIONS

Wherefore, the Department, by its attorney Vaughn G. Bentley, and Respondent agree:

- A. Respondent's registered nurse license no. 041.316713, shall be placed on indefinite probation for a minimum of one (1) years from the effective date of this Consent Order;
 1. While Respondent's registered nurse license is on probation, Respondent shall not let Respondent's registered nurse license be placed into inactive or not renewed status;
 2. While Respondent's registered nurse license is on probation, Respondent shall submit a written statement to the Department's Probation Compliance Unit reporting any and all of the following within ten (10) days of the change:
 - a) Change in employment;
 - b) Change in home address;
 - c) Change in telephone number or email address;
 - d) Arrest of Respondent; and
 - e) Any criminal or civil legal action filed against Respondent.

3. Respondent shall submit personal statements on a quarterly basis to the Department which include the following information: (i) current residential address and contact email address; (ii) current practice location, scope and description of clinical job duties, attendance record and any and all issues arising out of his practice of nursing; (iii) name of immediate supervisor and/or employer; (iv) information regarding any arrests, criminal, or civil actions filed, including DUI and/or other similar offenses against Respondent; (v) and confirming compliance or noncompliance with the MSBN Order;
4. While Respondent's registered nurse license is on probation Respondent shall comply with the MSBN Order, attached hereto and incorporated herein as Exhibit A;
5. Respondent shall request and ensure the MSBN sends quarterly reports to the Department's Probation Compliance Unit confirming Respondent's compliance with the MSBN Order;
6. Respondent shall send, all reports and materials required to be sent to the Department's Probation Compliance Unit to the following address:

**Illinois Department of Financial and Professional Regulation
Probation Compliance Unit
100 West Randolph Street,
5th Floor
Chicago, IL 60601;**
7. While Respondent's registered nurse license is on probation, Respondent shall send any and all quarterly reports to the Department no later than January 10th, April 10th, July 10th and October 10th of every year during which Respondent's registered nurse license is on indefinite probation;

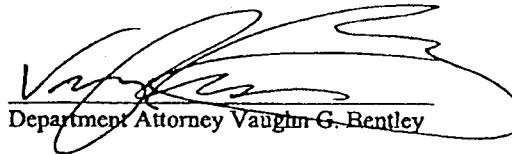
B. Respondent agrees that any violation of the terms and conditions of this Consent Order permits the Director to issue an Order mandating the automatic, indefinite and immediate suspension of Respondent's licensed practical nurse license no. 041.316713, for a minimum period of twelve (12) months. This suspension shall not preclude the Department from taking any other disciplinary or other action it deems appropriate. In the event that Respondent contests the factual basis underlying said indefinite suspension in a written Petition that complies with the Department's Rules of Practice in

Administrative Hearings, which is filed with the Department within fifteen (15) days of the effective date of the indefinite suspension, then Respondent shall be afforded a hearing on the merits within thirty (30) days from the filing of said Petition;

- C. Respondent shall be required to file a Petition to Restore to restore Respondent's license to unencumbered status. Respondent may not submit said Petition to Restore until her Missouri license is in unencumbered status.
- D. Respondent acknowledges that this Consent Order is a public disciplinary action and will be made available to the public. It will be reported to any applicable reporting databases.
- E. This Consent Order shall become effective upon the Acting Director's signature, as dated below.

Signatures on following page

8/30/19
DATE


Department Attorney Vaughn G. Bentley

8/29/19
DATE


Respondent Tiffany Ruth Shipp

9/5/19
DATE

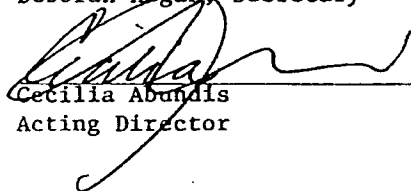

Nursing Board Member

The foregoing Consent Order is approved in full.

DATED THIS 17th day of September, 2019.

DEPARTMENT OF FINANCIAL AND
PROFESSIONAL REGULATION of the
State of Illinois; Division of Professional Regulation

Deborah Hagan, Secretary


Cecilia Abundis
Acting Director

Case No. 2019-04343
Credential No. 041.316713

STATE OF ILLINOIS
DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
DIVISION OF PROFESSIONAL REGULATION

In Re: Petition for Restoration of:)	
)	Case No. 2019-4343
Tiffany Ruth Shipp,)	
License No. 041.316713,)	Petitioner.

ORDER FOR RESTORATION

The Division of Professional Regulation of the Illinois Department of Financial and Professional Regulation ("Department"), by Chief of Health-Related Prosecutions Mary C. Meehan and Petitioner Tiffany Ruth Shipp ("Petitioner"), hereby agree to the following:

STIPULATIONS

Petitioner holds Illinois registered nurse license no. 041.316713. Petitioner's license is currently in "probation" status. On or about September 17, 2019, a Consent Order was entered that placed the Petitioner's license on indefinite probation for a minimum of one (1) year. The Department's Consent Order was issued as a result of a sister-state discipline where Petitioner's Missouri registered nurse license was placed on probation for one (1) year, due to Petitioner's falsification of documents. Petitioner completed probation in Missouri. The Petitioner successfully completed all the terms and requirements of the Department' probation. A copy of the September 17, 2019 Consent Order, is attached herein as **Exhibit A**.

On or about August 19, 2020, Petitioner filed a Petition for Restoration. At all relevant times, Petitioner was and is in full compliance with all aspects of probation. The Department is not aware of any evidence indicating that Petitioner is in violation of any provision of the Illinois Nurse Practice Act ("Act"), 225 ILCS 65/et. seq. and/or the Act's Administrative Rules, 68 IAC 1300, et. seq., or that Petitioner otherwise poses a risk of harm to the public. Pursuant to 68 IAC 1130.200(b), the following is considered in mitigation: Petitioner's Missouri nursing license was restored to an unencumbered status, with the completion of probation on May 30, 2020. Petitioner admits all information stated herein is accurate and complete.

At all times material to the matter set forth in this Consent Order, the Department had jurisdiction over the subject matter and parties herein. Petitioner acknowledges that Petitioner has entered into this

Order freely and of Petitioner's own will without threat or coercion by the Department or any person and has not relied upon any representation made by or on behalf of the Department other than those specifically included herein. Petitioner has been advised of the right to accept or reject this Consent Order. Petitioner has been advised of the right to a hearing on the Petition for Restoration, the right to contest any charges brought, and the right to administrative review of any Order resulting from a hearing. Petitioner knowingly waives each of these rights, as well as any right to administrative review of this Consent Order. Such waiver ceases if this Consent Order is rejected by either the Board of Nursing ("Board") or Director. Petitioner acknowledges that the Department attorney may be requested to communicate with the Board or Director in furtherance of the approval of this Consent Order. Petitioner has been informed that this Consent Order will be presented to the Director for final approval. If this Consent Order is not approved, Petitioner waives any right to raise any prejudice resulting from the Director's consideration of this Consent Order. Petitioner understands that this Consent Order is not effective unless and until it is adopted by the Director. A copy of any original signature(s) shall be given the full force and effect of any original signature(s) affixed to this Consent Order.

Petitioner and the Department have agreed, in order to resolve this matter, the Petitioner be permitted to enter into a Consent Order with the Department, providing for the restoration of the Petitioner's license.

CONDITIONS

Wherefore, the Department, by Chief of Health-Related Prosecutions, Mary C. Meehan, and Petitioner, Tiffany Ruth Shipp, agree:

- A. Upon compliance with all statutory and regulatory requirements for restoration, including payment of all necessary fees and completion of all appropriate forms, Petitioner's Illinois Registered Nurse license no. 041.316713, shall be restored from probation to an unencumbered status.
- B. This Consent Order is a public action and will be reported to all applicable public indexes, including the National Practitioner Databank. This Consent Order will be available to the general public.
- C. This Consent Order shall become effective upon the Acting Director's signature, as dated below.

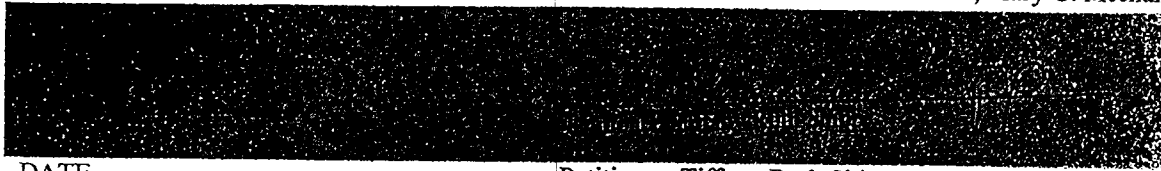
Signatures on following page

9/17/2020

DATE

Mary C. Meehan

Chief of Health Related Prosecutions, Mary C. Meehan



DATE

Petitioner, Tiffany Ruth Shipp

09/11/2020

DATE

Helen Catherine Miller

Board of Nursing Member

The foregoing Consent Order is approved in full.

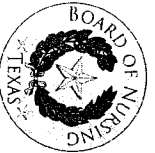
DATED THIS 17th day of December, 2020.

ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
SECRETARY DEBORAH HAGAN

Cecilia Abundis

Acting Director Cecilia Abundis
Division of Professional Regulation

Case No. 2019-4343
License No. 041.316713



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 579955	§	
issued to TIFFANY R. SHIPP	§	
	§	

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of TIFFANY R SHIPP, Registered Nurse License Number 579955, 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)(8)&(10), 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 February 11, 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 a Baccalaureate Degree in Nursing from University of Louisiana Monroe, Monroe, Louisiana, on May 1, 1990. Respondent was licensed to practice professional nursing in the State of Texas on May 29, 1992.
5. Respondent's nursing employment history includes:

5/87 – 4/93	Staff Nurse	St. Francis Medical Center
		Monroe, Louisiana

Respondent's nursing employment continued:

5/93 – 6/96	Staff Nurse	Zale Lipshy University Hospital Dallas, Texas
7/96 – 6/99	RN	Phoenix Memorial Hospital Phoenix, Arizona
7/99 – 11/03	Agency RN	First Assist Inc. Chicago, Illinois
12/3 – 8/06	RN	Children's Memorial Hospital Chicago, Illinois
10/06 – 12/06	Travel RN	American Mobile Nursing San Antonio, Texas
9/07 – 12/08	RN	Surgical Assistant Solutions, Inc. Bartlett, Illinois
1/09 – 8/09	RN	Southeast Baptist Hospital San Antonio, Texas
8/09 – 4/11	Agency RN	Specialty Staffing Inc. Austin, Texas
5/11 – 3/13	Travel RN	Trustaff, Inc. Cincinnati, Ohio
4/13 – 11/13	RN	Advocate Children's Hospital Park Ridge, Illinois
12/13 – 6/16	RN	New Horizons Center for Cosmetic Surgery Skokie, Illinois
6/16 – 8/17	RN	Barnes Jewish Hospital St. Peters St. Peters, Missouri
11/17 – 4/18	RN	St. Luke's Hospital Chesterfield, Missouri
5/18 – 1/19	RN	City Hospital in Whiterock Dallas, Texas
2/19 – 5/19	RN	Heart Hospital Baylor Plano, Texas

Respondent's employment history continued:

5/19 – Present Unknown

6. On or about May 31, 2019, Respondent submitted a Delinquent (Expired) License Renewal Form to the Texas Board of Nursing in which she erroneously answered "No" to the question: "Has any licensing authority ever refused to issue you a license or ever revoked, annulled, cancelled accepted surrender of, suspended, placed on probation, refused to renew a license, certificate, or multi-state privilege held by you now or previously, or ever fined, censured, reprimanded, or otherwise disciplined you? (You may exclude disciplinary actions issued by the Texas Board of Nursing and disciplinary actions previously disclosed to the Texas Board of Nursing on an initial licensure or renewal application.)"

Respondent failed to disclose that on or about May 30, 2019, Respondent's license to practice registered nursing in the State of Missouri was issued a Settlement Agreement of Probation by the Missouri State Board of Nursing, Jefferson City, Missouri. A copy of the Stipulation, Settlement and Order dated May 30, 2019, is attached and incorporated by reference as part of this Order. On May 31, 2020, Respondent's Missouri license was restored unencumbered.

7. On or about September 17, 2019, Respondent's license to practice registered nursing in the State of Illinois was issued a Consent Order by the Department of Financial and Professional Regulation Division of Professional Regulations for the State of Illinois, based on the action taken by the Missouri State Board of Nursing. On December 17, 2020 the State of Illinois issued an Order of Restoration of Respondent's license.

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 22 TEX. ADMIN. CODE §217.12(6)(H).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(8)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 579955, heretofore issued to TIFFANY R. SHIPP.
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.

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

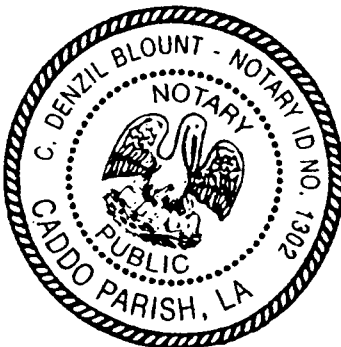
I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, 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 7th day of July, 2021.
Tiffany R. Shipp
TIFFANY R. SHIPP, RESPONDENT

Sworn to and subscribed before me this 7th day of July, 2021.
[Signature]

SEAL

Notary Public in and for the State of Louisiana
My Commission Is For Life



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 7th day of July, 2021, by TIFFANY R. SHIPP, Registered Nurse License Number 579955, and said Agreed Order is final.

Effective this 12th day of June, 2021.

A handwritten signature in black ink, reading "Katherine A. Thomas". The signature is written in a cursive style with a horizontal line extending from the end.

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

**SETTLEMENT AGREEMENT BETWEEN MISSOURI STATE BOARD
OF NURSING AND TIFFANY SHIPP, RN 2016018120**
Case Number 2018-002638

Come now Tiffany Shipp (Licensee) and the Missouri State Board of Nursing (Board) and enter into this Settlement Agreement for the purpose of resolving the question of whether Licensee's license to practice as a registered professional nurse will be subject to discipline.

Pursuant to the terms of §536.060, RSMo., the parties hereto waive the right to a hearing by the Administrative Hearing Commission of the State of Missouri and, additionally, the right to a disciplinary hearing before the Board under §621.110, RSMo., and stipulate and agree that a final disposition of this matter may be effectuated as described herein.

Licensee acknowledges that she understands the various rights and privileges afforded her by law, including the right to a hearing of the charges against her; the right to appear and be represented by legal counsel; the right to have all charges against her proven upon the record by competent and substantial evidence; the right to cross-examine any witnesses appearing at the hearing against her; the right to a decision upon the record by a fair and impartial administrative hearing commissioner concerning the charges pending against her and, subsequently, the right to a disciplinary hearing before the Board at which time she may present evidence in mitigation of discipline; and the right to potentially recover attorney's fees incurred in defending this action against her license. Being aware of these rights provided her by operation of law, Licensee knowingly and voluntarily waives each and every one of these rights and freely enters into this Settlement Agreement and agrees to abide by the terms of this document, as they pertain to her.

Licensee acknowledges that she has received a copy of the investigative report and other documents relied upon by the Board in determining there was cause for discipline, along with citations to law and/or regulations the Board believes were violated. For the purpose of settling

this dispute, Licensee stipulates that the factual allegations contained in this Settlement Agreement are true and stipulates with the Board that Licensee's license to practice as a registered professional nurse, license number RN 2016018120, is subject to disciplinary action by the Board in accordance with the provisions of Chapter 335, RSMo.

Joint Stipulation of Facts

1. The State Board of Nursing is an agency of the State of Missouri created and established pursuant to § 335.021, RSMo., for the purpose of executing and enforcing provisions of Chapter 335, RSMo., the Nursing Practice Act.

2. Tiffany Shipp is licensed by the Board as a registered professional nurse, license number RN 2016018120. Licensee's license is current and active and was so at all times relevant herein.

3. At all times relevant herein, Licensee was employed as a registered professional nurse with St. Luke's Hospital in Chesterfield, Missouri.

4. On April 10, 2018, Cyndi Clisham, RN Clinical Educator was contacted by Brittany Williams with the Louisiana State Board of Nursing regarding an application from Licensee for Licensee's Louisiana nursing license to be reinstated.

5. Ms. Williams wanted to verify Licensee's employment dates and that she had over 1600 hours of nursing practice within a certain period of time.

6. Ms. Williams contacted Ms. Clisham because she thought the handwriting was similar throughout the application.

7. Ms. Williams faxed Ms. Clisham a copy of the application, in which Ms. Clisham confirmed she did not complete the application and that was not her signature.

8. Brian Johnson, RN Director of Surgical Services, Carrie Egizi, RN Assistant

Nurse Manager, and Ms. Clisham reported contacting Licensee by phone to discuss the concerns of the falsified document.

9. Licensee admitted that she signed Cyndi Clisham's name to the application.

10. Licensee was suspended pending further investigation.

11. On April 17, 2018, Licensee was terminated for the admitting to falsifying the signature of her manager on an RN Employment Verification – Reinstatement document to the Louisiana State Board of Nursing, on or about March 12, 2018.

12. Licensee's conduct, as described herein, constitutes misconduct, fraud, misrepresentation, dishonesty, unethical conduct, and unprofessional conduct in the performance of the functions and duties of a nurse.

13. Licensee's conduct, as described herein, constitutes violation of a professional trust or confidence.

Joint Conclusions of Law

1. Cause exists for the Board to take disciplinary action against Licensee's license under §335.066.2(6) and (13), RSMo., (Supp. 2013), that states in pertinent part:

2. The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621 against any holder of any certificate of registration or authority, permit or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his or her certificate of registration or authority, permit or license for any one or any combination of the following causes:

(6) Misconduct, fraud, misrepresentation, dishonesty, unethical conduct, or unprofessional conduct in the performance of the functions or duties of any profession licensed or regulated by this chapter...;

(13) Violation of any professional trust or confidence[.]

Joint Agreed Disciplinary Order

1. Based upon the foregoing, the parties mutually agree and stipulate that the following shall constitute the disciplinary order entered by the Board in this matter under the authority of § 621.045.4, RSMo.

2. Licensee's license to practice as a registered professional nurse in the State of Missouri, License Number RN 2016018120, is hereby placed on **PROBATION** for a period of **one (1) year** under the following terms and conditions:

GENERAL REQUIREMENTS

- A. Licensee shall meet with the Board or its management staff at such times and places as required by the Board. The Board shall provide Licensee with notice of the dates, times and locations of regularly scheduled meetings at the time this executed Settlement Agreement is provided to Licensee. If Licensee does not receive notice of the dates, times and locations of the regularly scheduled meeting with the Board within one (1) month after signing this Settlement Agreement, Licensee shall contact the Board office at: **Missouri State Board of Nursing, P.O. Box 656, Jefferson City, Missouri 65102, or by telephone at: (573) 751-0681.** In addition to these regularly scheduled meetings, Licensee shall meet with the Board or its management staff at any other time, as required by the Board.
- B. Licensee shall submit documents showing compliance with the requirements of this Settlement Agreement to the Board when requested and within the time limit the Board requests.
- C. Licensee shall inform the Board within ten (10) working days of any change of home address or home telephone number.
- D. Licensee shall not violate the Nursing Practice Act, Chapter 335, RSMo., and shall not allow her license to lapse. Licensee may place her license on inactive or retired status. The conditions of discipline will continue to apply if the license is inactive or retired.
- E. Licensee shall bear all costs of complying with this Settlement Agreement.
- F. Licensee shall obey all federal, state and local laws, and all rules and regulations governing the practice of nursing in this state. If placed on probation in a criminal case, Licensee shall comply with all aspects of that probation.

- G. Licensee is responsible for insuring that all quarterly reports due pursuant to these conditions are submitted to the Board on a quarterly basis.
- H. Licensee shall notify the Board within five (5) calendar days of entering a plea of guilty, entering a plea of nolo contendere or an "Alford plea" or being found guilty in any criminal prosecution pursuant to the laws of this state, any other state or of the United States.

EMPLOYMENT REQUIREMENTS

- (A) Licensee shall keep the State Board of Nursing informed of Licensee's current place of employment and of any changes in Licensee's place of employment by notifying the Board within ten (10) working days of such a change. This form is located at <http://pr.mo.gov/nursing-monitoring.asp>.
- B. Licensee shall provide a copy of this Settlement Agreement to any current nursing employer and to any potential nursing employer. Licensee shall provide a copy of this Settlement Agreement to Licensee's current nursing employer as soon as it is received and no later than during Licensee's next work shift or the employer's next working day, whichever is sooner. In addition, Licensee shall provide a copy of this Settlement Agreement to any potential nursing employer prior to acceptance of any offer of employment in nursing. In the event that Licensee is enrolled or attempts to enroll in nursing school during the probationary period, Licensee shall provide a copy of this Settlement Agreement to the school as soon as it is received or the next class day or upon attempting to enroll.
- (C) Licensee shall cause an evaluation, using the form supplied by the Board, from each and every nursing employer to be completed for the Board at least quarterly, with due dates to be determined by the Board. The evaluation form shall be completed by Licensee's supervisor within a four-week period prior to the date it is due. If Licensee ends employment with a nursing employer, Licensee shall, in addition, request that a final evaluation form from that supervisor to be submitted to the Board within a six-week period following the last day of employment. This evaluation shall be an evaluation of Licensee's job performance and shall be sent to: State Board of Nursing, ATTN: Director of Compliance, P.O. Box 656, Jefferson City, Missouri 65102 or via e-mail to NursingCompliance@pr.mo.gov. The preferred method of submitting the evaluation is that the evaluation is sent directly by the employer. Licensee may submit the form to the Board; however, Board staff may verify with the employer the authenticity of the evaluation submitted by Licensee. This form may be found at <http://pr.mo.gov/nursing-monitoring.asp>.
- D. If Licensee is not employed at any time during the period of discipline, Licensee shall submit an "Employment Status Update" form stating the period(s) of unemployment. This form is located on the Board of Nursing Website at the

address provided in paragraph C above.

- E. If Licensee is employed in a non-nursing job, Licensee shall submit an "Employment Status Update" form stating where Licensee is employed, at least quarterly with due dates to be determined by the Board. The form is located on the Board of Nursing Website at the address provided in paragraph C above.
- F. Licensee shall execute any release or provide any other authorization necessary for the Board to obtain records of Licensee's employment during the period covered by this Settlement Agreement.
- G. Licensee shall notify the Board of Nursing within five (5) calendar days if Licensee has a disciplinary meeting or employment counseling meeting while employed in nursing.

EMPLOYMENT RESTRICTIONS

- A. Licensee may not serve on the administrative staff, as a member of the faculty or as a preceptor at any school of professional or practical nursing.
- B. Licensee shall only work as a nurse where there is on-site supervision by someone with the authority to send Licensee home. Licensee shall not work in home health care, hospice or durable medical equipment.
- C. Licensee shall not work in a healthcare-related position for a temporary employment agency or as a healthcare related independent contractor.

CONTINUING EDUCATION

- (A.) Licensee shall complete the following classes offered at <http://learningext.com/>:
 - Righting a Wrong-Ethics and Professionalism in Nursing (3.0 hours)
 - Professional Accountability and Legal Liability for Nurses (5.4 hours)
 - Missouri Nursing Practice Act (2.0 hours)
 - Disciplinary Actions: What Every Nurse Should Know (4.8 hours)
- B. Specific information regarding these classes will be provided by the Director of Compliance at Licensee's initial meeting with the Board.
- C. Licensee shall submit proof of completion of these classes to the Board during the first ninety days of the disciplinary period. A specific due date will be determined by the Board after the discipline goes into effect.
- D. Failure to obtain the required contact hours by the due date shall constitute a violation of the terms of discipline.

3. The Board will maintain this Settlement Agreement as an open and public record of the Board as required by law. The Board will report this Settlement Agreement to data banks, other appropriate entities and in its newsletter. This is a disciplinary action against Licensee's license. The original of this document shall be kept in the Board's file and its contents shall be disclosed to the public upon proper request.

4. The terms of this Settlement Agreement are contractual, legally enforceable and binding, not merely recital. Except as otherwise contained herein, neither this Settlement Agreement nor any of its provisions may be changed, waived, discharged or terminated, except by an instrument in writing signed by the party against whom the enforcement of the change, waiver, discharge or termination is sought.

5. Upon the expiration of said discipline, Licensee's license as a registered professional nurse in Missouri shall be fully restored if all other requirements of law have been satisfied; provided, however, that in the event the Board determines that Licensee has violated any term or condition of this Settlement Agreement, the Board may, in its discretion, after an evidentiary hearing, vacate and set aside the discipline imposed herein and may suspend, revoke or otherwise lawfully discipline Licensee.

6. No order shall be entered by the Board pursuant to the preceding paragraph of this Settlement Agreement without notice and an opportunity for hearing before the Board in accordance with the provisions of Chapter 536, RSMo.

7. If the Board determines that Licensee has violated a term or condition of this Settlement Agreement, which violation would also be actionable in a proceeding before the Administrative Hearing Commission or the Circuit Court, the Board may elect to pursue any lawful remedies or procedures afforded it and is not bound by this Settlement Agreement in its

determination of appropriate legal actions concerning that violation. If any alleged violation of this Settlement Agreement occurred during the disciplinary period, the Board may choose to conduct a hearing before it either during the disciplinary period, or as soon thereafter as a hearing can be held to determine whether a violation occurred and, if so, it may impose further discipline. Licensee agrees and stipulates that the Board has continuing jurisdiction to hold a hearing to determine if a violation of this Settlement Agreement has occurred.

8. Licensee, together with her heirs and assigns and her attorney(s), do hereby waive, release, acquit and forever discharge the Board, its respective members and any of its employees, agents or attorneys, including any former Board members, employees, agents and attorneys, of, or from, any liability, claim, actions, causes of action, fees, costs and expenses and compensation, including, but not limited to, any claims for attorney's fees and expenses, including any claims pursuant to § 536.087, RSMo., or any claim arising under 42 U.S.C. § 1983, which may be based upon, arise out of, or relate to any of the matters raised in this case, its settlement or from the negotiation or execution of its settlement. Licensee acknowledges that this paragraph is severable from the remaining portions of this Settlement Agreement in that it survives in perpetuity even in the event that any court of law deems this Settlement Agreement or any portion thereof void or unenforceable.

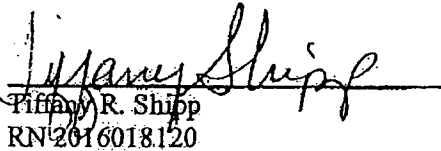
9. Missouri is a member of the nurse licensure compact (NLC). Pursuant to the NLC, while under discipline with the home state, the license becomes a single state license authorizing the practice of nursing only in the State of Missouri and does not include a multistate licensure privilege to practice in any other party state.

10. Licensee understands that she may, either at the time the Settlement Agreement is signed by all parties or within fifteen (15) days thereafter, submit the agreement to the

Administrative Hearing Commission for determination that the facts agreed to by the parties constitute grounds for disciplining Licensee's license. If Licensee desires the Administrative Hearing Commission to review this Agreement, Licensee may submit her request to: Administrative Hearing Commission, United States Post Office Building, P.O. Box 1557, Jefferson City, Missouri 65102.

11. If Licensee requests review, this Settlement Agreement shall become effective on the date the Administrative Hearing Commission issues its order finding that the Settlement Agreement sets forth cause for disciplining Licensee's license. If Licensee does not request review by the Administrative Hearing Commission, the Settlement Agreement goes in to effect 15 days after the document is signed by the Executive Director of the Board.

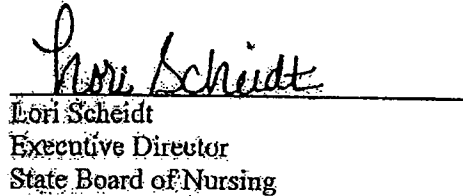
LICENSEE


Tiffany R. Shipp
RN 2016018120

Date 5/10/2019

Complaint No. 2018-002638

BOARD


Lori Scheidt
Executive Director
State Board of Nursing

Date 5-15-2019

EFFECTIVE
DATE

5/30/19
MISSOURI BOARD OF NURSING

STATE OF ILLINOIS
DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
DIVISION OF PROFESSIONAL REGULATION

DIVISION OF PROFESSIONAL REGULATION)	
OF THE ILLINOIS DEPARTMENT OF FINANCIAL)	
AND PROFESSIONAL REGULATION,)	
Complainant,)	
v.)	Case No. 2019-04343
TIFFANY RUTH SHIPP,)	
License No. 041.316713,)	
Respondent.)	

CONSENT ORDER

The Division of Professional Regulation of the Illinois Department of Financial and Professional Regulation ("Department"), by its attorney Vaughn G. Bentley, and Respondent Tiffany Ruth Shipp ("Respondent") hereby agree to the following:

STIPULATIONS

Respondent holds registered nurse license no. 041.316713. Respondent's license is currently in "active" status. The Department received information that on or about May 15, 2018, Respondent entered into an agreement with the Missouri State Board of Nursing ("MSBN") placing her license on probation for one (1) year. The MSBN Order was based on Respondent's falsification of documents. The allegation(s) as set forth herein, if proven to be true, would constitute grounds for the Department to discipline Respondent's Illinois registered nurse license, under the Act, 225 ILCS 65/70-5(b)(10). Respondent admits all information stated herein is accurate and complete.

At all times material to the matter set forth in this Consent Order, the Department had jurisdiction over the subject matter and the parties herein. Respondent has been advised of the right to a hearing to contest the pending charges, to a hearing where the Department bears the burden to prove its allegations by clear and convincing evidence, the right to present mitigating evidence, and the right to administrative review of any order resulting from a hearing. Respondent knowingly waives each of these rights, as well as any right to administrative review of this Consent Order. Such waiver ceases if this Consent Order is rejected by either the Board or Director. Respondent acknowledges that Respondent has entered into this Consent Order freely and of Respondent's own will without threat or coercion by the Department or any

person, and has not relied upon any representation made by or on behalf of the Department other than those specifically included herein. Respondent acknowledges that the Department attorney may be requested to communicate with the Board or Director in furtherance of the approval of this Consent Order. Respondent acknowledges this Consent Order will be presented to the Director. If this Consent Order is not approved, Respondent waives any right to raise any prejudice resulting from the Director's consideration of this Consent Order. Respondent understands that this Consent Order is not effective unless and until it is adopted by the Director. A copy of any original signature(s) affixed to this Consent Order shall be given the full force and effect of an original signature(s) affixed to this Consent Order.

Respondent and the Department agree in order to resolve this case that Respondent be permitted to enter into a Consent Order with the Department providing for the terms and conditions contained herein which are fair and equitable in the circumstances and which are consistent with the best interests of the people of the State of Illinois.

CONDITIONS

Wherefore, the Department, by its attorney Vaughn G. Bentley, and Respondent agree:

- A. Respondent's registered nurse license no. 041.316713, shall be placed on indefinite probation for a minimum of one (1) years from the effective date of this Consent Order;
 1. While Respondent's registered nurse license is on probation, Respondent shall not let Respondent's registered nurse license be placed into inactive or not renewed status;
 2. While Respondent's registered nurse license is on probation, Respondent shall submit a written statement to the Department's Probation Compliance Unit reporting any and all of the following within ten (10) days of the change:
 - a) Change in employment;
 - b) Change in home address;
 - c) Change in telephone number or email address;
 - d) Arrest of Respondent; and
 - e) Any criminal or civil legal action filed against Respondent.

3. Respondent shall submit personal statements on a quarterly basis to the Department which include the following information: (i) current residential address and contact email address; (ii) current practice location, scope and description of clinical job duties, attendance record and any and all issues arising out of his practice of nursing; (iii) name of immediate supervisor and/or employer; (iv) information regarding any arrests, criminal, or civil actions filed, including DUI and/or other similar offenses against Respondent; (v) and confirming compliance or noncompliance with the MSBN Order;
4. While Respondent's registered nurse license is on probation Respondent shall comply with the MSBN Order, attached hereto and incorporated herein as Exhibit A;
5. Respondent shall request and ensure the MSBN sends quarterly reports to the Department's Probation Compliance Unit confirming Respondent's compliance with the MSBN Order;
6. Respondent shall send, all reports and materials required to be sent to the Department's Probation Compliance Unit to the following address:

**Illinois Department of Financial and Professional Regulation
Probation Compliance Unit
100 West Randolph Street,
5th Floor
Chicago, IL 60601;**
7. While Respondent's registered nurse license is on probation, Respondent shall send any and all quarterly reports to the Department no later than January 10th, April 10th, July 10th and October 10th of every year during which Respondent's registered nurse license is on indefinite probation;

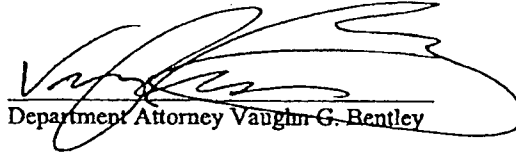
B. Respondent agrees that any violation of the terms and conditions of this Consent Order permits the Director to issue an Order mandating the automatic, indefinite and immediate suspension of Respondent's licensed practical nurse license no. 041.316713, for a minimum period of twelve (12) months. This suspension shall not preclude the Department from taking any other disciplinary or other action it deems appropriate. In the event that Respondent contests the factual basis underlying said indefinite suspension in a written Petition that complies with the Department's Rules of Practice in

Administrative Hearings, which is filed with the Department within fifteen (15) days of the effective date of the indefinite suspension, then Respondent shall be afforded a hearing on the merits within thirty (30) days from the filing of said Petition;

- C. Respondent shall be required to file a Petition to Restore to restore Respondent's license to unencumbered status. Respondent may not submit said Petition to Restore until her Missouri license is in unencumbered status.
- D. Respondent acknowledges that this Consent Order is a public disciplinary action and will be made available to the public. It will be reported to any applicable reporting databases.
- E. This Consent Order shall become effective upon the Acting Director's signature, as dated below.

Signatures on following page

8/30/19
DATE


Department Attorney Vaughn G. Bentley

8/29/19
DATE


Respondent Tiffany Ruth Shipp

9/5/19
DATE

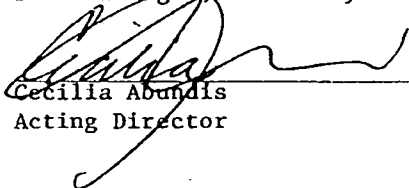

Nursing Board Member

The foregoing Consent Order is approved in full.

DATED THIS 17th day of September, 2019.

DEPARTMENT OF FINANCIAL AND
PROFESSIONAL REGULATION of the
State of Illinois; Division of Professional Regulation

Deborah Hagan, Secretary


Cecilia Abundis
Acting Director

Case No. 2019-04343
Credential No. 041.316713

STATE OF ILLINOIS
DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
DIVISION OF PROFESSIONAL REGULATION

In Re: Petition for Restoration of:)	
)	Case No. 2019-4343
Tiffany Ruth Shipp,)	
License No. 041.316713,)	Petitioner.

ORDER FOR RESTORATION

The Division of Professional Regulation of the Illinois Department of Financial and Professional Regulation ("Department"), by Chief of Health-Related Prosecutions Mary C. Meehan and Petitioner Tiffany Ruth Shipp ("Petitioner"), hereby agree to the following:

STIPULATIONS

Petitioner holds Illinois registered nurse license no. 041.316713. Petitioner's license is currently in "probation" status. On or about September 17, 2019, a Consent Order was entered that placed the Petitioner's license on indefinite probation for a minimum of one (1) year. The Department's Consent Order was issued as a result of a sister-state discipline where Petitioner's Missouri registered nurse license was placed on probation for one (1) year, due to Petitioner's falsification of documents. Petitioner completed probation in Missouri. The Petitioner successfully completed all the terms and requirements of the Department' probation. A copy of the September 17, 2019 Consent Order, is attached herein as **Exhibit A**.

On or about August 19, 2020, Petitioner filed a Petition for Restoration. At all relevant times, Petitioner was and is in full compliance with all aspects of probation. The Department is not aware of any evidence indicating that Petitioner is in violation of any provision of the Illinois Nurse Practice Act ("Act"), 225 ILCS 65/et. seq. and/or the Act's Administrative Rules, 68 IAC 1300, et. seq., or that Petitioner otherwise poses a risk of harm to the public. Pursuant to 68 IAC 1130.200(b), the following is considered in mitigation: Petitioner's Missouri nursing license was restored to an unencumbered status, with the completion of probation on May 30, 2020. Petitioner admits all information stated herein is accurate and complete.

At all times material to the matter set forth in this Consent Order, the Department had jurisdiction over the subject matter and parties herein. Petitioner acknowledges that Petitioner has entered into this

Order freely and of Petitioner's own will without threat or coercion by the Department or any person and has not relied upon any representation made by or on behalf of the Department other than those specifically included herein. Petitioner has been advised of the right to accept or reject this Consent Order. Petitioner has been advised of the right to a hearing on the Petition for Restoration, the right to contest any charges brought, and the right to administrative review of any Order resulting from a hearing. Petitioner knowingly waives each of these rights, as well as any right to administrative review of this Consent Order. Such waiver ceases if this Consent Order is rejected by either the Board of Nursing ("Board") or Director. Petitioner acknowledges that the Department attorney may be requested to communicate with the Board or Director in furtherance of the approval of this Consent Order. Petitioner has been informed that this Consent Order will be presented to the Director for final approval. If this Consent Order is not approved, Petitioner waives any right to raise any prejudice resulting from the Director's consideration of this Consent Order. Petitioner understands that this Consent Order is not effective unless and until it is adopted by the Director. A copy of any original signature(s) shall be given the full force and effect of any original signature(s) affixed to this Consent Order.

Petitioner and the Department have agreed, in order to resolve this matter, the Petitioner be permitted to enter into a Consent Order with the Department, providing for the restoration of the Petitioner's license.

CONDITIONS

Wherefore, the Department, by Chief of Health-Related Prosecutions, Mary C. Meehan, and Petitioner, Tiffany Ruth Shipp, agree:

- A. Upon compliance with all statutory and regulatory requirements for restoration, including payment of all necessary fees and completion of all appropriate forms, Petitioner's Illinois Registered Nurse license no. 041.316713, shall be restored from probation to an unencumbered status.
- B. This Consent Order is a public action and will be reported to all applicable public indexes, including the National Practitioner Databank. This Consent Order will be available to the general public.
- C. This Consent Order shall become effective upon the Acting Director's signature, as dated below.

Signatures on following page

9/17/2020

DATE

Mary C. Meehan

Chief of Health Related Prosecutions, Mary C. Meehan



DATE

Petitioner, Tiffany Ruth Shipp

09/11/2020

DATE

Helen Catherine Miller

Board of Nursing Member

The foregoing Consent Order is approved in full.

DATED THIS 17th day of December, 2020.

ILLINOIS DEPARTMENT OF FINANCIAL AND PROFESSIONAL REGULATION
SECRETARY DEBORAH HAGAN

Cecilia Abundis

Acting Director Cecilia Abundis

Division of Professional Regulation

Case No. 2019-4343
License No. 041.316713