



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

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In the Matter of  
Registered Nurse License Number 869907  
issued to CARRIE DAWN CLEMENTS

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### AGREED ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of CARRIE DAWN CLEMENTS, Registered Nurse License Number 869907, 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)(effective through 8/31/2021), 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 December 30, 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 Texas, Arlington, Texas, on December 1, 2014. Respondent was licensed to practice professional nursing in the State of Texas on January 13, 2015.

5. Respondent's nursing employment history includes:

02/2015 – 06/2016	Registered Nurse	Medical City Dallas Dallas, Texas
07/2016 – 09/2016	Unknown	
10/2016 – 03/2018	Registered Nurse	Texas Health Resources Presbyterian Dallas Dallas, Texas
03/2018 – 09/2020	Registered Nurse	UT Southwestern Medical Center Dallas, Texas
09/2020 – 03/2021	Registered Nurse	Nomad Health St. Louis, Missouri
04/2021	Unknown	
05/2021 – 08/2021	Charge Nurse	Trusted Health Tyler, Texas
08/2021 – Present	Home Infusion Nurse	BrightStar Care Plano, Texas

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, and had been in that position for one (1) year and five (5) months.
7. On or about August 1, 2019, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent administered 1 mg of Dilaudid to Patient MRN#5381215 instead of 0.5 mg as ordered by the physician. The medication was dispensed as a 2 mg tablet. Respondent's conduct exposed the patient to a risk of harm from over dosage of sedating pain medication.
8. On or about September 8, 2019, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent administered Vancomycin to Patient MRN#90086353 prior to the collection of a specimen to get the trough level. This resulted in an inaccurate, elevated result and a new specimen had to be obtained. Respondent's conduct exposed the patient to a risk of harm from potentially adverse complications of Vancomycin overdose.

9. On or about April 7, 2020, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent failed to administer Hydralazine 12.5 mg to Patient MRN#93658062, and instead falsely documented the administration of the medication in the patient's medical record. Subsequently, the half-tablet was found on the patient's bedside table by another nurse. Respondent's conduct exposed the patient to a risk of harm in that failure to administer the hydralazine as ordered by the physician could have resulted in non-efficacious treatment of the patient's high blood pressure.
10. On or about July 15, 2020, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent administered 1 mL of Opium tincture to Patient MRN#94785950 instead of 0.6 mL as ordered by the physician. Respondent's conduct exposed the patient to a risk of harm from over dosage of sedating pain medication.
11. On or about September 4, 2020, while employed as a Registered Nurse with UT Southwestern Medical Center, Dallas, Texas, Respondent failed to ensure documentation of the 1200 blood pressure and 1600 mean arterial pressure (MAP) for Patient MRN#95067235 in the vitals flowsheet as required by unit specific practice. Respondent's conduct resulted in an incomplete medical record and exposed the patient to a risk of harm in that subsequent care givers would not have complete information on which to base their care decisions.
12. In response to the incident in Finding of Fact Number Seven (7), Respondent states that she misread the Dilaudid order of 0.5 mg as 0.5 or ½ of the tablet. Respondent states 0.5 mg would have been 0.25 or ¼ of the tablet and it would have been impossible to only give ¼ of the pill. Initially, Respondent could not find another nurse to witness/waste the medication with her and administered ½ of the tablet (1 mg) to the patient. Afterwards, Respondent found a nurse to waste the other ½ tablet with her and was notified of her mistake. In response to the incident in Finding of Fact Number Eight (8), Respondent states that she did not have the patient down on her initial phlebotomy draw list for a vancomycin trough level and therefore administered the vancomycin. Respondent states that she didn't realize the patient required a trough level until the pharmacist called and notified her. In response to the incident in Finding of Fact Number Nine (9), Respondent states that the patient was sleeping, and she woke him up to administer the hydralazine. Respondent states that she handed the patient the med cup and the patient acknowledged her. Respondent states she trusted the patient to take it and did not observe him. In response to the incident in Finding of Fact Number Ten (10), Respondent states that the opium tincture came in a small syringe, enclosed in a plastic bag from the pharmacy. Respondent states that the plastic bag was labeled with the patient's name, dose, and barcode while the actual syringe only had a barcode sticker wrapped around it. Unable to scan the sticker barcode on the syringe, Respondent scanned the barcode on the plastic bag. The medication administration record displayed the dose as ordered, 0.6 mL and did not indicate that 0.4 mL had to be wasted. Respondent states that medications ordered like this were normally sent in exact dosages. In response to the incident in Finding of Fact Number Eleven (11), Respondent states that she was informally notified by her supervisor that she missed documenting a patient's mean arterial pressure but was not counseled or questioned any further. Respondent states that she may have missed documenting the MAP but states that she is

not the kind of nurse to ignore her patient's symptoms. Respondent states that she cannot imagine not assessing her patient further to determine what intervention was required.

### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violation(s) of 22 TEX. ADMIN. CODE §217.11 (1)(A),(1)(B),(1)(C),(1)(D),(1)(M)&(3)(A) and 22 TEX. ADMIN. CODE §217.12(1)(B)&(4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13)(effective through 8/31/2021), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 869907, heretofore issued to CARRIE DAWN CLEMENTS.
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 **REPRIMAND WITH STIPULATIONS AND 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. Until successfully completed, RESPONDENT may not practice nursing in the State of Texas except in accordance with the terms of this Order.

- D. 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 medication administration** with a didactic portion of not less than six (6) hours and a clinical component of not less than twenty-four (24) hours. Both the didactic and clinical components must be provided by the same Registered Nurse. The course's content shall include: a review of proper administration procedures for all standard routes; computation of drug dosages; the six (6) rights of medication administration; factors influencing the choice of route; and possible adverse effects resulting from improper administration. The clinical component SHALL focus on tasks of medication administration only. The course description shall indicate goals and objectives for the course, resources to be utilized, and the methods to be used to determine successful completion of the course. Successful completion of this course requires RESPONDENT to successfully complete both the didactic and clinical portions of the course.
- C. **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.
- D. **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](http://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. EMPLOYMENT REQUIREMENTS**

In order to complete the terms of this Order, RESPONDENT must work as a nurse in the State of Texas, providing direct patient care in a clinical healthcare setting, for a minimum of sixty-four (64) hours per month for eight (8) quarterly periods [two (2) years] of employment. This requirement will not be satisfied until eight (8) quarterly periods of employment as a nurse have elapsed. Periods of unemployment or of employment that do not require the use of a registered nurse (RN) or a vocational nurse (LVN) license, as appropriate, will not apply to this period and will not count towards completion of this requirement.

- A. **Notifying Present and Future Employers:** RESPONDENT SHALL notify each present employer in nursing and present each with a complete copy of this Order, including all attachments, if any, within five (5) days of receipt of this Order. While under the terms of this Order, RESPONDENT SHALL notify all future employers in nursing and present each with a complete copy of this Order, including all attachments, if any, prior to accepting an offer of employment.
- B. **Notification of Employment Forms:** RESPONDENT SHALL CAUSE each present employer in nursing to submit the Board's "Notification of Employment" form to the Board's office within ten (10) days of receipt of this Order. RESPONDENT SHALL CAUSE each future employer to submit the Board's "Notification of Employment form" to the Board's office within five (5) days of employment as a nurse.
- C. **Indirect Supervision:** RESPONDENT SHALL be supervised by a Registered Nurse, if licensed as a Registered Nurse, or by a Licensed Vocational Nurse or a Registered Nurse, if licensed as a Licensed Vocational Nurse, who is on the premises. The supervising nurse is not required to be on the same unit or ward as RESPONDENT, but should be on the facility grounds and readily available to provide assistance and intervention if necessary. The supervising nurse shall have a minimum of two (2) years of experience in the same or similar practice setting to which the RESPONDENT is currently working. RESPONDENT SHALL work

only regularly assigned, identified and predetermined unit(s). RESPONDENT SHALL NOT be employed by a nurse registry, temporary nurse employment agency, hospice, or home health agency. RESPONDENT SHALL NOT be self-employed or contract for services. Multiple employers are prohibited.

- D. **Nursing Performance Evaluations:** RESPONDENT SHALL CAUSE each employer to submit, on forms provided to the RESPONDENT by the Board, periodic reports as to RESPONDENT'S capability to practice nursing. These reports shall be completed by the individual who supervises the RESPONDENT and these reports shall be submitted by the supervising individual to the office of the Board at the end of each three (3) month quarterly period for eight (8) quarters [two (2) years] of employment as a nurse.

## **VII. RESTORATION OF UNENCUMBERED LICENSE(S)**

Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) and/or privilege(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible for nurse licensure compact privileges, if any.

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### RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Order. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Texas Board of Nursing and a copy of this Order will be mailed to me once the Order becomes effective. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including possible revocation of my license(s) and/or privileges to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

 3/28/2022  
\_\_\_\_\_  
CARRIE DAWN CLEMENTS, RESPONDENT

Sworn to and subscribed before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

SEAL

\_\_\_\_\_  
Notary Public in and for the State of \_\_\_\_\_

Approved as to form and substance.

 3/28/2022  
\_\_\_\_\_  
Yong J. An, Attorney for Respondent

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 28th day of March, 2022, by CARRIE DAWN CLEMENTS, Registered Nurse License Number 869907, and said Agreed Order is final.

Effective this 21st day of April, 2022.

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 of the name.

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