



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 851821 §
& Vocational Nurse License Number 301337 §
issued to LATICIA NICHOL NORWOOD §
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LATICIA NICHOL NORWOOD, Registered Nurse License Number 851821, and Vocational Nurse License Number 301337, 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)(1)&(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 4, 2022.

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 vocational nurse in the State of Texas is in inactive status. Respondent's license to practice as a professional nurse in the State of Texas is in delinquent status.
4. Respondent received a Certificate in Vocational Nursing from Brightwood College, San Antonio, Texas, on April 29, 2011. Respondent received an Associate Degree in Nursing from Galen College of Nursing, San Antonio, Texas, on December 20, 2013. Respondent was licensed to practice vocational nursing in the State of Texas on June 30, 2011. Respondent was licensed to practice professional nursing in the State of Texas on February 18, 2014.

5. Respondent's nursing employment history includes:

6/2011 – 1/2014	Unknown	
2/2014 – 4/2018	Registered Nurse	Northeast Baptist Hospital San Antonio, Texas
5/2018 – Present	Unknown	

6. On or about November 12, 2019, Respondent was issued the sanction of Reprimand with Stipulations through an Order of the Board. A copy of the November 12, 2019, Order is attached and incorporated herein by reference as part of this Agreed Order.
7. On or about November 12, 2020, Respondent failed to successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as required by Section IV, Subsection A, Remedial Education Course(s), of the Agreed Order issued to Respondent on November 12, 2019.
8. On or about November 12, 2020, Respondent failed to successfully complete a Board-approved course in medication administration as required by Section IV, Subsection B, Remedial Education Course(s), of the Agreed Order issued to Respondent on November 12, 2019.
9. On or about November 12, 2020, Respondent failed to successfully complete a Board-approved course in nursing documentation as required by Section IV, Subsection C, Remedial Education Course(s), of the Agreed Order issued to Respondent on November 12, 2019.
10. On or about November 12, 2020, Respondent failed to successfully complete the course "Sharpening Critical Thinking Skills" as required by Section IV, Subsection D, Remedial Education Course(s), of the Agreed Order issued to Respondent on November 12, 2019.
11. On or about November 12, 2020, Respondent failed to successfully complete the course "Professional Accountability" as required by Section IV, Subsection E, Remedial Education Course(s), of the Agreed Order issued to Respondent on November 12, 2019.
12. In response to Findings of Fact Numbers Seven (7) through Eleven (11), Respondent states that her noncompliance was due to health issues and an abrupt move due to an apartment fire.
13. Formal Charges were filed on April 29, 2021.
14. Respondent by her signature expresses her desire to voluntarily surrender the licenses.

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 §217.12(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(1)&(10), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 851821, and Vocational Nurse License Number 301337, heretofore issued to LATICIA NICHOL NORWOOD.
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

NOW, THEREFORE, IT IS AGREED and ORDERED that the VOLUNTARY SURRENDER of Registered Nurse License Number 851821, and Vocational Nurse License Number 301337 is accepted by the Texas Board of Nursing. In connection with this acceptance, the Board imposes the following conditions:

1. RESPONDENT SHALL NOT practice professional/registered nursing, use the title "registered nurse" or the abbreviation "RN" or wear any insignia identifying herself/himself as a registered nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a registered nurse during the period in which the license is surrendered.
2. RESPONDENT SHALL NOT practice vocational nursing, use the title "vocational nurse" or the abbreviation "LVN" or wear any insignia identifying herself/himself as a vocational nurse or use any designation which, directly or indirectly, would lead any person to believe that RESPONDENT is a vocational nurse during the period in which the license is surrendered.

3. RESPONDENT SHALL NOT petition for reinstatement of licensure until at least one (1) year has elapsed from the date of this Order.
4. Upon petitioning for reinstatement, RESPONDENT SHALL satisfy all then existing requirements for relicensure.

IT IS FURTHER AGREED and ORDERED that this Order SHALL be applicable to Respondent's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

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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 23rd day of April, 2022.

Laticia N. Norwood

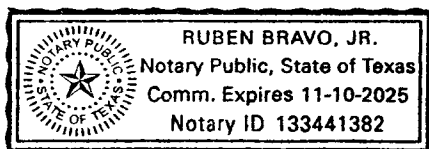
LATICIA NICHOL NORWOOD, RESPONDENT

Sworn to and subscribed before me this 23rd day of April, 2022.

SEAL

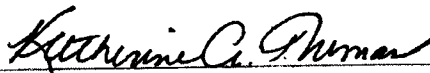
Rubén Bravo, Jr.

Notary Public in and for the State of Texas



WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 23rd day of April, 2022, by LATICIA NICHOL NORWOOD, Registered Nurse License Number 851821, and Vocational Nurse License Number 301337, and said Agreed Order is final.

Effective this 28th day of April, 2022.



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 851821 §
& Vocational Nurse License Number 301337 §
issued to LATICIA NICHOL NORWOOD §

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of LATICIA NICHOL NORWOOD, Registered Nurse License Number 851821, and Vocational Nurse License Number 301337, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may be subject to discipline pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code. Respondent waived notice and hearing and agreed to the entry of this Agreed Order approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on December 13, 2018.

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 vocational nurse in the State of Texas is in inactive status. Respondent's license to practice as a professional nurse in the State of Texas is in current status.
4. Respondent received a Certificate in Vocational Nursing from Brightwood College, San Antonio, Texas, on April 29, 2011. Respondent received an Associate Degree in Nursing from Galen College of Nursing, San Antonio, Texas, on December 20, 2013. Respondent was licensed to practice vocational nursing in the State of Texas on June 30, 2011. Respondent was licensed to practice professional nursing in the State of Texas on February 18, 2014.

5. Respondent's nursing employment history includes:

6/2011 - 1/2014	Unknown	
2/2014 -- 4/2018	Registered Nurse	Northeast Baptist Hospital San Antonio, Texas
5/2018-Present	Unknown	

6. At the time of the initial incident, Respondent was employed as a Registered Nurse with Northeast Baptist Hospital, San Antonio, Texas, and had been in that position for three (3) years and ten (10) months.

7. On or about December 25, 2017, through December 26, 2017, while employed as a Registered Nurse with Northeast Baptist Hospital, San Antonio, Texas, Respondent failed to adequately assess and intervene, including failure to call a Rapid Response Team, when notified by the monitor technicians that Patient Number 1735900102 was experiencing elevated heart rate and decreased oxygen saturation. Subsequently, the patient coded and expired. Respondent's conduct was likely to injure the patient from potentially adverse complications of undetected and untreated fluctuations in heart rate and oxygen saturation, including possible demise.

8. On or about January 4, 2018, through January 5, 2018, while employed as a Registered Nurse with Northeast Baptist Hospital, San Antonio, Texas, Respondent failed to titrate a Nitroglycerin drip for Patient Number 1800400612, as ordered to maintain a MAP of 70-100. Respondent's conduct exposed the patient to a risk of harm in that failure to administer medications as ordered by the physician could have resulted in non-efficacious treatment of the patient's condition.

9. On or about January 9, 2018, through January 10, 2018, while employed as a Registered Nurse with Northeast Baptist Hospital, San Antonio, Texas, Respondent failed to draw repeat troponin labs, per physician orders, for Patient Number 1800901026, who was admitted for a heart attack. Respondent's conduct was likely to injure the patient by depriving the physician of vital information that would be required to institute timely medical interventions to stabilize damage to the patient's heart.

10. On or about January 18, 2018, through January 19, 2018, while employed as a Registered Nurse with Northeast Baptist Hospital, San Antonio, Texas, Respondent withdrew guaifenesin with codeine, a narcotic, from the medication dispensing system and administered the medication to Patient Number 1801500686, in place of non-narcotic guaifenesin as ordered by the physician; and incorrectly documented administration of the non-narcotic guaifenesin in the medical record. Respondent's conduct resulted in an inaccurate medical record and was likely to injure the patient from adverse reactions of narcotic medication administered without orders or indication. Additionally, Respondent's conduct placed the hospital in violation of Chapter 481 (Controlled Substances Act) of the Texas Health and Safety Code.

11. In response to the incident in Finding of Fact Number Seven (7), Respondent states the patient and his family begged her not to restrain him because he was DNR. Further, Respondent states the code did not occur until after shift change and was not a result of care provided. In response to the incident in Finding of Fact Number Eight (8), Respondent states the nitroglycerin was properly titrated to ensure the Mean Arterial Pressure (MAP) was within 70-100. Respondent further states the patient went home the next day without any harm or risk of harm. In response to the incident in Finding of Fact Number Nine (9), Respondent states all troponin labs were drawn as ordered and that a technician was to draw the 0300 labs in the event the nurse was busy. Respondent also states the patient went home the next day without any harm or risk of harm. In response to the incident in Finding of Fact Number Ten (10), Respondent states the administration of guaifenesin with codeine as opposed to just guaifenesin as ordered was a minor incident and an isolated and unintentional clerical error. Respondent further states the patient went home the next day without any harm or risk of harm.

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) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4)&(11)(B).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10)&(13), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 851821, and Vocational Nurse License Number 301337, heretofore issued to LATICIA NICHOL NORWOOD.
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** 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" and RESPONDENT may not work outside the State of Texas in another nurse licensure compact party state.

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.

- E. **The course "Professional Accountability,"** a 4.6 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. **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. **Direct Supervision:** For the first year [four (4) quarters] of employment as a Nurse under this order, RESPONDENT SHALL be directly 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. Direct supervision requires another nurse, as applicable, to be working on the same unit as RESPONDENT and immediately available to provide assistance and intervention. RESPONDENT SHALL work only on 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. **Indirect Supervision:** For the remainder of the stipulation/probation period, 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.

E. **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.

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) 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 **29** day of **September**, 20 **19**.

Laticia N. Norwood

LATICIA NICHOL NORWOOD, 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.

Alejandro Mora

Alejandro Mora, Attorney for Respondent

Signed this **2** day of **October**, 20 **19**.

RESPONDENT'S CERTIFICATION

I understand that I have the right to stop any further action by the Council on this Order. (Nothing can be done to force me to accept this Order.) I agree to the terms of this Order and any conditions of any further action by the Council in this matter. I waive judicial review of this Order. I understand that my appeal to the Tribunal by the Times Board of Nursing and the staff of this Order will be subject to the Order becoming effective. I understand that if I fail to comply with all provisions of this Order, I will be subject to revocation of my license and the suspension of my license(s) and/or privileges to practice nursing in the State of Florida and all my other employment.

Patricia G. Nichols
PATRICIA NICHOLSON
PATRICIA NICHOLSON

Witness my hand and seal this _____ day of _____ 20__.

Notary Public in and for the State of _____

Approved and sealed this _____ day of _____ 20__.

Notary Public in and for the State of _____

Witness _____

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 29th day of September, 2019, by LATICIA NICHOL NORWOOD, Registered Nurse License Number 851821, and Vocational Nurse License Number 301337, and said Agreed Order is final.

Effective this 12th day of November, 2019.



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