



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	§	AGREED ORDER
Registered Nurse License Number 968019	§	FOR
issued to ALEC GREER KOZICH	§	DEFERRED DISCIPLINE &
	§	KSTAR PROGRAM

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of ALEC GREER KOZICH, Registered Nurse License Number 968019, 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 for Deferred Discipline & KSTAR Program approved by Katherine A. Thomas, MN, RN, FAAN, Executive Director, on December 9, 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 for Deferred Discipline & KSTAR Program.
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 Chamberlain College of Nursing, Columbus, Ohio, on April 27, 2019. Respondent was licensed to practice professional nursing in the State of Texas on June 5, 2019.

5. Respondent's nursing employment history includes:

7/2019 – 2/2021	Registered Nurse	Ascension Seton Hays Kyle, Texas
3/2021- 9/2021	Registered Nurse	Guadalupe Regional Medical Center Seguin, Texas
9/2021-Present	Registered Nurse	Asante Rogue Regional Medical Center Medford, Oregon

6. At the time of the incidents, Respondent was employed as a Registered Nurse with Ascension Seton Hays, Kyle, Texas, and had been in that position for ten (10) months.
7. Between May 11, 2020 and February 9, 2021, while employed as a Registered Nurse with Ascension Seton Hays, Kyle, Texas, Respondent failed to document the temperature of and failed to obtain written informed blood consent for Patient MRN 7429630, failed to notify a provider of a temperature greater than 101.5 degrees (actual 102 degrees) for Patient MRN 7405561, failed to document nursing assessments, vital signs interventions, and pain assessments for Patient MRN 7642040, failed to completely document vital signs for Patient MRN 7419394 for a six hour period, and failed to document the use of restraints on Patient MRN 8002188 and hourly neurological assessments.
8. Respondent has produced character opinions and colleague and supervisor evaluations of practice that reflect that Respondent is a well-regarded and exemplary nurse.
9. Respondent does not have prior disciplinary history with the Board.
10. There is no finding that Respondent's actions caused patient harm.
11. In response to the incident in Finding of Fact Number Seven (7), Respondent states that he took the patient's temperature during the shift, and all readings were unremarkable, though he failed to document them. Respondent states that he spoke to the patient to confirm that the blood transfusion was acceptable, and Respondent thought they already had a written consent form on file; he was later informed this was not the case. In response to the incident in Finding of Fact Number Eight (8), Respondent states that he had been educated on the unit while in training that the other nurses would treat such fevers with Tylenol, and they did not call the provider in the middle of the night to report a fever. In response to the incident in Finding of Fact Number Nine (9), Respondent states that the

patient was on comfort care status, and his experience with such patients at the time was limited. Respondent states that he was under the impression that they were not required to document a full head to toe assessment on comfort care patients because those assessments are used by providers to help with decisions to treat the patient's disease process and are therefore irrelevant to patients on comfort care status. Respondent states he did treat the patient's pain symptoms, turned her, and cleaned up incontinence episodes. In response to the incident in Finding of Fact Number Ten (10), Respondent states that interval assessments were performed as ordered. In response to the incident in Finding of Fact Number Eleven (11), Respondent states that the assessments were performed.

### 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)(D),(1)(M)&(1)(P) and 22 TEX. ADMIN. CODE §217.12(1)(B)&(1)(C).
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 968019, heretofore issued to ALEC GREER KOZICH.
5. Pursuant to Section 301.463(d), Texas Occupations Code, this Agreed Order is a settlement agreement under Rule 408, Texas Rules of Evidence, in civil or criminal litigation.

### TERMS OF ORDER

#### **I. SANCTION AND APPLICABILITY**

IT IS THEREFORE AGREED and ORDERED that RESPONDENT SHALL receive the sanction of **WARNING WITH STIPULATIONS, DEFERRED**, 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 for Deferred Discipline & KSTAR Program.

Further, RESPONDENT SHALL not commit any violation of the Nursing Practice Act, Texas Occupations Code, §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* **for a period of three (3) years from the date of this Order.**

## III. KNOWLEDGE, SKILLS, TRAINING, ASSESSMENT AND RESEARCH (KSTAR) PROGRAM

IT IS AGREED and ORDERED that RESPONDENT SHALL, **within one (1) year of the effective date of this Order**, successfully complete the Knowledge, Skills, Training, Assessment and Research (KSTAR) Program and RESPONDENT SHALL:

- A. **Within forty-five (45) days** following the effective date of this Order, apply to and enroll in the KSTAR Program, including payment of any fees and costs, unless otherwise agreed in writing;

- B. Submit to an individualized assessment designed to evaluate RESPONDENT'S nursing practice competency and to support a targeted remediation plan;
- C. Follow all requirements within the remediation plan, if any;
- D. Successfully complete a Board-approved course in Texas nursing jurisprudence and ethics as part of the KSTAR Program; and
- E. Provide written documentation of successful completion of the KSTAR Program to the attention of Monitoring at the Board's office.

#### **IV. FURTHER COMPETENCY ISSUES AND VIOLATIONS**

IT IS FURTHER AGREED, SHOULD RESPONDENT'S individualized KSTAR Program assessment identify further competency issues and violations of the Nursing Practice Act, including inability to practice nursing safely, further disciplinary action, up to and including revocation of RESPONDENT'S license(s) to practice nursing in the State of Texas, may be taken based on such results in the assessments.

#### **V. EFFECT OF DEFERRED DISCIPLINE**

**Upon successful completion of the stipulated requirements of this Agreed Order for Deferred Discipline & KSTAR Program**, 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.

**Upon the successful completion of the required three (3) year period of deferral**, the complaint or complaints which formed the basis for this action will be dismissed and this Order will be made confidential to the same extent as a complaint filed under Section 301.466, Texas Occupations Code.

Until such time that this Order is made confidential, this Order is subject to disclosure in accordance with applicable law.

Should an additional allegation, complaint, accusation, or petition be reported or filed against RESPONDENT prior to the time this Order is made confidential, the deferral period shall be extended until the allegation, accusation, or petition has been finally acted upon by the Board.

Should RESPONDENT commit a subsequent violation of the Nursing Practice Act or Board Rules, this Order shall be treated as prior disciplinary action.

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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 9th day of December, 2022.



\_\_\_\_\_  
ALEC GREER KOZICH, 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.

  
\_\_\_\_\_  
Phong Phan, Attorney for Respondent

Signed this 9<sup>th</sup> day of December, 2022.

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order for Deferred Discipline & KSTAR Program that was signed on the 9th day of December, 2022, by ALEC GREER KOZICH, Registered Nurse License Number 968019, and said Agreed Order for Deferred Discipline & KSTAR Program is final.

Effective this 19th day of January, 2023.

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

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