



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.
Kristin K. Benton, DNP, RN
Executive Director
Texas Board of Nursing

**In the Matter of
Permanent Registered Nurse
License Number 521479
Issued to MICHAEL P ANDERSON,
Respondent**

**§ BEFORE THE TEXAS
§ BOARD OF NURSING
§ ELIGIBILITY AND
§ DISCIPLINARY COMMITTEE**

ORDER OF THE BOARD

TO: Michael Anderson
11272 Ivanhoe Dr
El Paso, TX 79936

During open meeting held in Austin, Texas, on February 10, 2026, the Texas Board of Nursing Eligibility and Disciplinary Committee (hereinafter "Committee") heard the above-styled case, based on the failure of the Respondent to appear as required by 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that notice of the facts or conduct alleged to warrant disciplinary action has been provided to Respondent in accordance with Texas Government Code § 2001.054(c) and Respondent has been given an opportunity to show compliance with all the requirements of the Nursing Practice Act, Chapter 301 of the Texas Occupations Code, for retention of Respondent's license(s) to practice nursing in the State of Texas.

The Committee finds that the Formal Charges were properly initiated and filed in accordance with section 301.458, Texas Occupations Code.

The Committee finds that after proper and timely Notice regarding the violations alleged in the Formal Charges was given to Respondent in this matter, Respondent has failed to appear in accordance with 22 TEX. ADMIN. CODE Ch. 213.

The Committee finds that the Board is authorized to enter a default order pursuant to Texas Government Code § 2001.056.

The Committee, after review and due consideration, adopts the proposed findings of fact and conclusions of law as stated in the Formal Charges which are attached hereto and incorporated by

reference for all purposes and the Staff's recommended sanction of revocation by default. This Order will be properly served on all parties and all parties will be given an opportunity to file a motion for rehearing [22 TEX. ADMIN. CODE § 213.16(j)]. All parties have a right to judicial review of this Order.

All proposed findings of fact and conclusions of law filed by any party not specifically adopted herein are hereby denied.

NOW, THEREFORE, IT IS ORDERED that Permanent Registered Nurse License Number 521479, previously issued to MICHAEL P ANDERSON to practice nursing in the State of Texas be, and the same is/are hereby, REVOKED.

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

Entered this 10th day of February, 2026.

TEXAS BOARD OF NURSING

BY: Kristin K. Benton, DNP, RN

KRISTIN K. BENTON, DNP, RN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

Attachment: Formal Charges filed December 19, 2025

d17r(2026.01.08)

Re: Permanent Registered Nurse License Number 521479
Issued to MICHAEL P ANDERSON
DEFAULT ORDER - REVOKE

CERTIFICATE OF SERVICE

I hereby certify that on the 11th day of February, 2026, a true and correct copy of the foregoing DEFAULT ORDER was served and addressed to the following person(s), as follows:

Via USPS Certified Mail, Return Receipt Requested,
Copy Via USPS First Class Mail

Michael Anderson
11272 Ivanhoe Dr
El Paso, TX 79936

BY: Kristin K. Benton, DNP, RN

KRISTIN K. BENTON, DNP, RN
EXECUTIVE DIRECTOR ON BEHALF OF SAID BOARD

**In the Matter of
Permanent Registered Nurse
License Number 521479
Issued to MICHAEL P. ANDERSON,
Respondent**

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

FORMAL CHARGES

This is a disciplinary proceeding under Section 301.452(b), Texas Occupations Code. Respondent, MICHAEL P. ANDERSON, is a Registered Nurse holding license number 521479, which is in delinquent status at the time of this pleading.

Written notice of the facts and conduct alleged to warrant adverse licensure action was sent to Respondent at Respondent's address of record, and Respondent was given opportunity to show compliance with all requirements of the law for retention of the license prior to commencement of this proceeding.

CHARGE I.

On or about August 8, 2022, while employed as a Registered Nurse at Ambrosio Guillen - Texas State Veterans Home, El Paso, Texas, Respondent physically abused Resident R.M. More specifically, a staff member heard noises coming from Resident R.M.'s room and upon entering the room, observed the resident, who recently suffered from a bilateral shoulder injury and is wheelchair dependent, hitting and slapping Respondent. They then observed the Respondent striking the resident on the shoulder and arm. The resident responded by hitting the Respondent again and the Respondent placed his hand on the resident's back and pushed/shoved the resident forward. The resident complained to the staff member that Respondent has a bad habit of hitting him. Subsequently other staff members came forward and stated they had witnessed Respondent striking Resident R.M. on a prior occasion. Respondent's conduct was likely to injure the resident in that it created an unsafe environment and may have unnecessarily exposed the patient to emotional, physical, and/or psychological harm.

The above action constitutes grounds for disciplinary action in accordance with Section 301.452(b)(10)&(14), Texas Occupations Code, and is a violation of 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(D),(1)(J),(1)(L),(1)(M),(1)(P)&(3) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(4),(6)(C)&(6)(F).

NOTICE IS GIVEN that staff will present evidence in support of the recommended disposition of up to, and including, revocation of Respondent's license(s) and/or privilege(s) to practice nursing in the State of Texas pursuant to the Nursing Practice Act, Chapter 301, Texas Occupations Code and the Board's rules, 22 TEX. ADMIN. CODE §§ 213.27 - 213.33.

NOTICE IS GIVEN that all statutes and rules cited in these Charges are incorporated as part of this pleading and can be found at the Board's website, www.bon.texas.gov.

NOTICE IS GIVEN that, based on the Formal Charges, the Board will rely on the Disciplinary Matrix, located at 22 TEX. ADMIN. CODE §213.33(b), which can be found under the "Discipline & Complaints; Board Policies & Guidelines" section of the Board's website, www.bon.texas.gov.

NOTICE IS ALSO GIVEN that Respondent's past disciplinary history, as set out below and described in the Order(s) which is/are attached and incorporated by reference as part of these charges, will be offered in support of the disposition recommended by staff: Order(s) of the Board dated January 28, 2019.

Filed this 19th day of December, 2025.

TEXAS BOARD OF NURSING



James W. Johnston, General Counsel
Board Certified - Administrative Law
Texas Board of Legal Specialization
State Bar No. 10838300

John Vanderford, Deputy General Counsel
State Bar No. 24086670

JoAnna Starr, Assistant General Counsel
State Bar No. 24098463

Jacqueline A. Strashun, Assistant General Counsel
State Bar No. 19358600

Eugene A. Clayborn, Assistant General Counsel
Board Certified - Administrative Law
Texas Board of Legal Specialization
State Bar No. 00785767

Kristin Giaquinta Schoen, Assistant General Counsel
State Bar No. 24055547

Aaron Jupe, Assistant General Counsel
State Bar No. 24139905

Caroline Livingston, Assistant General Counsel
State Bar No. 24140051

1801 Congress Avenue, Suite 10-200
Austin, Texas 78701
P: (512) 305-8657
F: (512) 305-8101 or (512) 305-7401

Attachment(s): Order(s) of the Board dated January 28, 2019.

accurate, and true copy of the document which is on file or is received in the offices of the Texas Board of Nursing.
Executive Director of the Board
Katherine A. Thomas

BEFORE THE TEXAS BOARD OF NURSING

In the Matter of § AGREED ORDER
Registered Nurse License Number 521479 §
issued to MICHAEL P ANDERSON §
§
§

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of MICHAEL P ANDERSON, Registered Nurse License Number 521479, 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 17, 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 professional nurse in the State of Texas is in current status.
4. Respondent received a Baccalaureate Degree in Nursing from the University of Texas, El Paso, Texas, on December 1, 1984. Respondent was licensed to practice professional nursing in the State of Texas on March 20, 1985.
5. Respondent's professional nursing employment history includes:

03/85 – 05/87	RN	VA Hospital
		Big Spring, Texas

Respondent's professional nursing employment history continued:

05/87 – 04/94	RN	William Beaumont Army Medical Center El Paso, Texas
01/92 – 05/92	RN	Sierra Medical Center El Paso, Texas
05/92 – 08/94	Unknown	
09/94 – 01/95	RN	ABC Home Health Laredo, Texas
02/95 – 12/95	Unknown	
01/96 – 02/97	Agency RN	Nurses Plus Phoenix, Arizona
03/97 – 10/97	Unknown	
11/97 – 02/98	RN	Healix Infusion Home Health Care El Paso, Texas
02/98 – 11/06	RN	Casero Home Health & Hospice El Paso, Texas
12/06 – 05/11	Agency RN	Our Angel El Paso, Texas
06/11 – 10/11	Unknown	
11/11 – 01/13	RN	Urgent Home Care El Paso, Texas
11/11 – 12/13	RN	El Paso Community Home Health El Paso, Texas
08/12 – 01/13	PRN RN	Oasis Home Health El Paso
01/13 – 04/13	PRN RN	Nursemind Home Health El Paso, Texas

Respondent's professional nursing employment history continued:

06/13 – 05/16	RN	TLC Home Health El Paso, Texas
06/14 – 05/16	RN	Footprints El Paso, Texas
06/16 – 06/16	Contract RN	Mountain View Medical Center Las Cruces, New Mexico
06/16 – 10/16	RN DON	Otero County Prison Chaparral, New Mexico
11/16 – 05/18	Field RN	First Choice Health El Paso, Texas
08/17 – Present	RN	Quantum Home Health Las Cruces, New Mexico
05/18 – 06/18	Travel RN	Supplemental Health Care Park City, Utah

6. At the time of the initial incident, Respondent was employed as a Travel Registered Nurse (RN) with Supplemental Health Care, Park City, Utah, and had been in that position for one (1) month.
7. On or about June 6, 2018, through June 29, 2018, while utilizing a Privilege to Practice nursing from the State of Texas, and employed as a Travel Registered Nurse (RN) with Supplemental Health Care, Park City, Utah, and on assignment at Sierra Home Health, Truth or Consequences, New Mexico, Respondent failed to complete and submit twenty-four (24) routine nursing visit notes for Patients TK, NL, SM, MO, SS, NS, SW, and JC. Additionally, Respondent failed to complete and submit two (2) Start of Care visit notes for Patients JF and ML. Respondent's conduct created incomplete medical records and was likely to injure the patients in that subsequent care givers would not have complete information to base their decisions for further care.
8. In response to Finding of Fact Number Seven (7), Respondent states that he and another nurse brought to the attention of Sierra Home Health that there were violations of the conditions of participation for the Centers for Medicare and Medicaid Services (CMS). Respondent states that he and the other nurse were later threatened. Respondent states that he feels there was a consistent practice of mismanagement and he received no support from Supplemental Health Care so he resigned and was later locked out of the system. Respondent asserts he did not willfully neglect to ensure his documentation was completed in a timely manner.

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)&(D) and 22 TEX. ADMIN. CODE §217.12(1)(A),(1)(B),(1)(C)&(4).
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 521479, heretofore issued to MICHAEL P ANDERSON.
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" 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 nursing documentation that shall be a minimum of six (6) hours in length. The course's content shall include: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of recording; methods of alternative record-keeping; and computerized documentation. Home study courses and video programs will not be approved.
- C. The course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension.

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)**

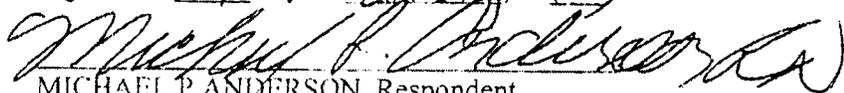
Upon full compliance with the terms of this Agreed Order, all encumbrances will be removed from RESPONDENT'S license(s) to practice nursing in the State of Texas and, subject to meeting all existing eligibility requirements in Texas Occupations Code Chapter 304, Article III, RESPONDENT may be eligible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

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RESPONDENT'S CERTIFICATION

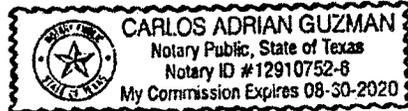
I understand that I have the right to legal counsel prior to signing this Order. I waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violation(s) alleged herein. By my signature on this Order, I agree to the entry of this Order, and any conditions of said Order, 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 24 day of January, 2019

MICHAEL P. ANDERSON, Respondent

Sworn to and subscribed before me this 24th day of January, 2019.

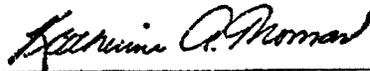
SEAL


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 24th day of January, 2019, by MICHAEL P ANDERSON, Registered Nurse License Number 521479, and said Agreed Order is final.

Effective this 28th day of January, 2019.



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