

AGENDA
BOARD OF EXAMINERS FOR NURSING
Department of Public Health
410 Capitol Avenue, Hartford, CT
June 16, 2021 - 8:30 AM

Chair Updates
Open Forum
Additional Agenda Items and Reordering of Agenda
National Council of State Boards of Nursing - Update

MINUTES

April 21, 2021

SCHOOL ISSUES

- *Porter & Chester Institute*
 - a. *Approval Interim Nursing Director for the Practical Nursing Program*
 - b. *Nursing Education Supervisor of the Practical Nursing Program - Hamden Campus*
- Gateway Community College – Plan of Correction
- Norwalk Community College – Plan of Correction
- St. Vincent’s College – Plan of Correction
- University of Bridgeport – Plan of Correction
- Lincoln Technical Institute – Plan of Correction (Shelton Campus Day and Evening Program)

CONNECTICUT LEAGUE FOR NURSING – Monthly Update

SCOPE OF PRACTICE

April 2021 Summary

MEMORANDUM OF DECISION

- | | |
|------------------------------|------------------------|
| • Sandra J. Blanchette, R.N. | Petition No. 2020-431 |
| • Kandance Edmondson, R.N. | Petition No. 2019-725 |
| • Karina C. Francis, R.N. | Petition No. 2020-157 |
| • Amanda Hart, R.N. | Petition No. 2020-552 |
| • Teri Howell, L.P.N. | Petition No. 2019-623 |
| • Linda Lee, L.P.N. | Petition No. 2019-362 |
| • Concetta Mancini, R.N. | Petition No. 2019-1109 |
| • Danielle Miranda, R.N. | Petition No. 2020-605 |
| • Heather Spaulding, RN | Petition No. 2019-1224 |
| • Jessica D. Vitale, R.N. | Petition No. 2020-669 |

REINSTATEMENT REQUEST

Patricia Winter, APRN – Petition No. 2021-487

Dana Dalton, RN Supervising Nurse Consultant

DPH MOTION FOR RECONSIDERATION

- | | | |
|-----------------------|------------------------|------------------------------|
| • Kimberly Lemire, RN | Petition No. 2021-1237 | Staff Attorney Joelle Newton |
|-----------------------|------------------------|------------------------------|

PREHEARING REVIEW

- | | | |
|------------------------|------------------------|------------------------------|
| • Lashanan Massey, LPN | Petition No. 2019-1192 | Staff Attorney Joelle Newton |
|------------------------|------------------------|------------------------------|

MOTION TO WITHDRAW STATEMENT OF CHARGES

- Amanda Claffey, RN Petition No. 2021-2847 Staff Attorney Joelle Newton

CONSENT ORDERS

- Melissa Dang, L.P.N. Petition No.: 2019-800 Staff Attorney Joelle Newton
- Stacey Kinsley, R.N. Petition No. 2020-972 Staff Attorney Joelle Newton
- Stephanie J. Ryan, RN Petition No.: 2020-626 Staff Attorney Joelle Newton
- Stacey Thompson, LPN Petition No. 2019-727 Staff Attorney Joelle Newton

HEARINGS

- Adrienne Delucia, RN Petition No. 2021-317 Staff Attorney Joelle Newton
- Gustavo Mastarreno, RN Petition No. 2020-783 Staff Attorney Joelle Newton

This meeting will be held by video conference. via Microsoft Teams

Board of Examiners for Nursing - Meetings/Hearings via Microsoft Teams

Join on your computer or mobile app

[Click here to join the meeting](#)

Or call in (audio only)

[+1 860-840-2075](#) - Phone Conference ID: 155 554 85#

The following minutes are draft minutes which are subject to revision and which have not yet been adopted by the Board.

The **Board of Examiners for Nursing** held a meeting on April 21, 2021 via Microsoft TEAMS.

BOARD MEMBERS PRESENT: Patricia C. Bouffard, RN, D.N.Sc. (RN Member, Chair)
Jason Blando - (Public Member)
Mary E. Dietmann, EdD, APRN, ACNS-BC, CNE - (RN Member)
Lisa S. Freeman, BA - (Public Member)
Jennifer C. Long, APRN, MSN, NNP-BC - (APRN Member)
Geraldine Marrocco, Ed.D., APRN, ANP-BC, FAANP -(RN Member)
Rebecca Martinez, LPN – (LPN Member)
Gina Reiners, PhD, APRN, PMHNP, PMHCNS - (RN Member)

BOARD MEMBERS ABSENT: None

ALSO PRESENT: Stacy Schulman, Legal Counsel to the Board, DPH
Dana Dalton, RN, Supervising Nurse Consultant, DPH
Helen Smith, RN, Nurse Consultant, DPH
Linda Fazzina, Staff Attorney, DPH
Joelle Newton, Staff Attorney, DPH
Jeffrey Kardys, Board Liaison, DPH
Agnieszka Salek, Hearings Liaison, DPH

The meeting commenced at 8:36 a.m. All participants were present by video or telephone conference.

CHAIR UPDATES

Chair Bouffard requested that the Department of Public Health research and provide an update regarding the nursing education regulations revisions that the Board worked many years ago [2014].

OPEN FORUM

Nothing to report.

Jennifer C. Long arrived at 8:45 a.m.

APPROVAL OF AGENDA

Jennifer Long made a motion, seconded by Rebecca Martinez, to approve the agenda as written. The motion passed unanimously.

NATIONAL COUNCIL STATE BOARDS OF NURSING

Chair Bouffard and Dana Dalton, RN, Supervising Nurse Consultant, DPH provided a synopsis of the mid-year meeting which was held on March 8-11, 2021.

The annual meeting will be held virtually August 18-19, 2021.

Mary Dietmann provided a report of an Education Consultants Group teleconference on April 15, 2021. The main topic of discussion was the annual report project.

MINUTES

Jennifer Long made a motion, seconded by Lisa Freeman, to approve the minutes from March 17, 2021. The motion passed. Rebecca Martinez abstained.

SCHOOL ISSUES

- University of Bridgeport – Accelerated Bachelor of Science in Nursing Pre-Licensure Program
Linda Wagner was present on behalf of the University of Bridgeport.
Helen Smith, RN, Nurse Consultant, DPH provided a report of a March 22, 2021 site visit to review the Accelerated Bachelor of Science in Nursing Pre-Licensure Program.
Geraldine Marrocco made a motion, seconded by Mary Dietmann to approve the site visit report. The motion passed unanimously.

- University of Bridgeport – Pending Purchase by Goodwin University

The Board reviewed a letter providing an update of the sale of assets to Goodwin University effective July 1, 2021. The Institution will continue to be referred as the University of Bridgeport and there will not be any changes to the nursing program. Linda Wagner answered questions from the Board.

- Annual pre-licensure LPN and RN education programs survey

Audrey Beauvais and Marcia Proto from the Connecticut League for Nursing provided an update of the annual pre-licensure LPN and RN education programs survey for the 2020 calendar year.

- NCLEX test results – Porter & Chester Institute

Helen Smith, RN, Nurse Consultant, DPH provided updated NCLEX results for the Porter & Chester programs in Rocky Hill and Stratford.

Based on the results Jennifer Long made a motion, seconded by Lisa Freeman, to remove the Porter & Chester Rocky Hill Day Program from conditional status that was ordered on June 17, 2020. The motion passed unanimously.

SCOPE OF PRACTICE

Helen Smith, Nurse Consultant, DPH provided a summary of 44 nursing scope of practice inquiries received by the Department of Public Health during March 2021.

MEMORANDA OF DECISION

Kimberly Lemire, RN - Petition No. 2019-1237

Jennifer Long made a motion, seconded by Mary Dietmann, to reaffirm the Board's decision imposing probation for a period of one year with the addition of monthly employer reports. The motion passed with all in favor except Rebecca Martinez who abstained.

Kristen Jodoin, RN - Petition No. 2020-715

Jennifer Long made a motion, seconded by Geraldine Marrocco, to reaffirm the Board's decision imposing probation for a period of four years. The motion passed with all in favor except Rebecca Martinez who abstained.

Nicholas Lewonczyk, LPN - Petition No. 2017-50

Jennifer Long made a motion, seconded by Mary Dietmann, to reaffirm the Board's decision imposing probation for a period of four years. The motion passed with all in favor except Rebecca Martinez who abstained.

MOTION FOR SUMMARY SUSPENSION

Sara Smith, RN - Petition No. 2021-181

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Sara Smith. Ms. Smith was present with Attorney Cody Guarnieri.

Jennifer Long moved to deny the Department's Motion for Summary Suspension. The motion was seconded by Geraldine Marrocco and passed with all in favor except Mary Dietmann who recused herself from voting and Jason Blando who abstained. A hearing will be scheduled for July 21, 2021.

Stacey Kinsley, RN - Petition No. 2020-972

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Stacey Kinsley. Attorney Eric Chester was present on behalf of respondent.

Geraldine Marrocco moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety and welfare. The motion was seconded by Lisa Freeman and passed unanimously. A hearing will be scheduled for May 19, 2021.

Pamela Franklin, RN - Petition No. 2020-1211

Staff Attorney Linda Fazzina presented the Board with a Motion for Summary Suspension for Pamela Franklin. Respondent was not present and was not represented.

Geraldine Marrocco moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety and welfare. The motion was seconded by Jennifer Long and passed unanimously. A hearing will be scheduled for May 19, 2021.

Amanda Claffey, RN - Petition No. 2021-284

Staff Attorney Joelle Newton presented the Board with a Motion for Summary Suspension for Amanda Claffey. Respondent was not present and was not represented.

Jennifer Long moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety and welfare. The motion was seconded by Gina Reiners and passed unanimously. A hearing will be scheduled for May 19, 2021.

David Martin, RN - Petition No. 2021-242

Staff Attorney Linda Fazzina presented the Board with a Motion for Summary Suspension for David Martin. Respondent was not present and was not represented.

Geraldine Marrocco moved to grant the Department's Motion for Summary Suspension in that respondent's continued practice as a nurse is a clear and immediate danger to public health, safety and welfare. The motion was seconded by Lisa Freeman and passed unanimously. A hearing will be scheduled for May 19, 2021.

CONSENT ORDERS

Amy Saunders, LPN - Petition No. 2019-619

Staff Attorney, Joelle Newton, Department of Public Health presented a Consent Order in the matter of Amy Saunders, RN. Respondent was not present and was not represented.

Gina Reiners moved, and Mary Dietmann seconded, to approve the Consent Order which imposes probation for a period of one year. The motion passed unanimously.

Christopher Banker, RN - Petition No. 2020-582

Staff Attorney, Linda Fazzina, Department of Public Health presented a Consent Order in the matter of Christopher Banker, RN. Attorney Beth Willard was present on behalf of respondent.

Gina Reiners moved, and Mary Dietmann seconded, to approve the Consent Order which imposes probation for a period of four years. The motion passed unanimously.

Stephanie Kennedy, RN - Petition No. 2020-606

Staff Attorney, Linda Fazzina, Department of Public Health presented a Consent Order in the matter of Christopher Banker, RN. Respondent was not present and was not represented.

Jennifer Long moved, and Lisa Freeman seconded, to adopt the Consent Order. Following discussion the motion to approve the Consent Order was rejected with all in favor except Jason Blando who abstained. The Board requested additional information for review.

HEARINGS

Erin Fitzpatrick, LPN - Petition No. 2020-330; 2020-1015

Linda Fazzina, Staff Attorney was present for the Department of Public Health. Respondent was present with Attorney Cody Guarnieri

Following the close of the record the Board conducted fact-finding. Jennifer Long moved, and Mary Dietmann seconded, that Ms. Fitzpatrick be found as charged for Petition No. 2020-1015. The motion passed unanimously. Jennifer Long moved, and Gina Reiners seconded, that Ms. Fitzpatrick be found as charged for Petition No. 2020-330. The motion passed unanimously.

Jennifer Long moved, and Gina Reiners seconded, that for Petition No. 2020-1015 Ms. Fitzpatrick's license be reprimanded and that for Petition No. 2020-330 Ms. Fitzpatrick's be placed on probation for

four years with conditions that include random urine screening weekly during the first and last years of probation, twice a month for years two and three; employer and therapists reports monthly during the first and last years of probation, quarterly for years two and three; no home care/independent practice for the entire probation; and access to the administration of controlled substance is restricted for the first year of probation. The motion passed unanimously.

The Summary Suspension of Ms. Fitzpatrick's license will remain in effect until the Memorandum of Decision is issued.

Mercedes Miranda, LPN - Petition No. 2020-706

Staff Attorney, Linda Fazzino was present for the Department of Public Health. Respondent was not present and was not represented.

Gina Reiners made a motion seconded by Lisa Freeman to grant the Department's oral motion to deem allegations admitted. The motion passed unanimously.

Following close of the hearing the Board conducted fact-finding.

Gina Reiners made a motion seconded by Rebecca Martinez, that Ms. Miranda be found as charged. The motion passed unanimously.

Gina Reiners moved, and Jennifer Long seconded, that Ms. Miranda's license be revoked. The motion passed unanimously.

Alexia Young LPN - Petition No. 2020-331

Staff Attorney Joelle Newton was present for the Department of Public Health. Ms. Young was present but was not represented.

Mary Dietmann left for the day at 1:15 a.m.

Following the close of the record the Board conducted fact-finding. Jennifer Long moved, and Gina Reiners seconded, that respondent be found on all charges. However, in paragraph 3c that the finding be for the alteration of controlled substance records but not for falsification of controlled substance records. The motion passed unanimously.

Jennifer Long moved, and Gina Reiners seconded, that Ms. Young's license be placed on probation for a period of three months with the requirement for completion a medication administration documentation course. Following discussion Jennifer Long and Jason Blando voted in favor of the motion. Chair Bouffard, Geraldine Marrocco, Lisa Freeman and Rebecca Martinez were opposed. Geraldine Marrocco made a motion, seconded by Rebecca Martinez that although the charges were proven, the conduct does not rise to the level to warrant disciplinary action. The motion passed with all in favor except Jennifer Long who was opposed.

ADJOURNMENT

Upon a motion by Lisa Freeman, seconded by Geraldine Marrocco, it was the unanimous decision to adjourn this meeting at 2:24 p.m.

Patricia C. Bouffard, D.N.Sc., Chair
Board of Examiners for Nursing

BOEN meeting 06/16/2021

Porter & Chester Institute (PCI):

1. On 05/12/2021 PCI appointed **Nancy Brunet, RN, MSN** as the Interim Nursing Director for the Practical Nursing Program and is requesting approval. Ms. Brunet earned an Associate of Science in Nursing at Greater Hartford Community College in May 1982, a Bachelor of Science in Health Science from Charter Oak College in May 2007, a Master of Arts in Education/Curriculum and Instruction in March 2009 and a Master of Science in Nursing in January 2021 both from the University of Phoenix. Her educational experiences include classroom and lab educator at the University of Connecticut School of Nursing, Assistant Professor EMS education and clinical coordinator paramedic education at Capital Community College, EMS clinical coordinator & EMS and emergency preparedness coordinator at Eastern CT Health Network, paramedic program laboratory coordinator, paramedic program director, EMS management division Director & Assistant professor at Springfield College and Campus Director of Operations and Education and Assistant Curriculum Chair of the Practical Nursing Program at Porter & Chester Institute. Ms. Brunet's clinical experiences include staff nurse in medical surgical, medical oncology, emergency, critical care units, at various Connecticut and Federal hospitals and for a medical unit at Lake Compounce.

Need: Greater Hartford Community College nursing transcript

2. On 04/05/2021 PCI appointed **Beatriz McMillian, RN, MSN** as the Nursing Education Supervisor of the Practical Nursing Program at the Hamden campus and is requesting approval. Ms. McMillian earned a Bachelor of Science in Nursing in 05/2010 and a Master of Science in Nursing in 01/2013 from Lehman College. Her educational experiences include nursing instructor, classroom and clinical at PCI. Ms. McMillian's clinical experiences include staff nurse in emergency and critical care units at hospitals in New York and Connecticut.

Nursing programs presenting their plan of correction for NCLEX scores:

1. Gateway Community College, 76%:

- a. The action plan includes:
 - i. ATI Comprehensive Predictor score and ATI practice exams as a weighted percentage in the NUR 225 course grade.
 - ii. Purchase additional NCLEX review courses for NUR 225 students.
 - iii. Review NCLEX program reports for trends & implement program revisions to address areas of weakness.
 - iv. Continue to monitor first time pass rates.
- b. The action plan for the May 2022 and May 2023 graduates includes:
 - i. Identify continuing students who are at high risk.
 - ii. Referral for all high-risk students-to develop a success plan.

- iii. Incorporate the ATI practice exams into Nur 220, 225 and 120 as a weighted percentage of the course grades.
- iv. Explore the purchase of an institutional subscription of UWorld NCLEX-RN.
- v. Revise the assignment in NUR 226 to address health promotion & wellness.
- vi. Add a pharmacology section to each exam.
- vii. Administer the ATI Critical Thinking exam to all incoming freshmen students then have faculty identify high risk students.
- viii. Offer study and test taking strategy workshops throughout the semester.

2. Norwalk Community College, 78%:

- a. The action plan includes:
 - i. Contact the graduates that failed to discuss reasons for failure & readiness for exam then assess common variables/themes.
 - ii. Follow-up meetings for the students who need to retake the exam to review a study plan and determine weak areas/obstacles to success.
 - iii. Administer ATI Comprehensive Predictor Test (CPT) to the senior class & evaluate high-risk students.
 - iv. Virtual ATI NCLEX review.
 - v. 2021 NCLEX mentoring summer program-each student assigned a mentor.
 - vi. Obtain a NCLEX study plan from each graduate.
 - vii. Meetings with high risk students to asses/evaluate their study plan and progress.
 - viii. Monitor first time pass rates.
 - ix. Review NCLEX program reports for trends & implement program revisions to address areas of weakness.
 - x. Identify incoming freshmen & continuing students who are at high risk.
 - 1. Communicate that list to course leaders & nurse advisors.
 - 2. Referral to a nurse advisor- develop a success plan, ongoing meetings, and evaluation of the success plan.
 - xi. Offer tutoring/review sessions in each nursing course-prior to each test and facilitated by faculty.
 - xii. Require a "Nursing School Success" workshop and other study & test taking workshops.

3. St. Vincent's College, 77%:

- a. The action plan includes:
 - i. Faculty: additional faculty development including completing NCSBN course to improve test quality, rigor & to better align with NCLEX

standards, a 2-day faculty development program in 08/2021, development specific to continuation of didactic rigor in the clinical setting, a standardized "Clinical faculty tool kit" to be used as part of planned post-conference, increased faculty meetings with emphasis on students' performance/scaffolding learning, teaching methods and managing/advising at risk students, and in-class and lab/clinical evaluations completed for all faculty.

- ii. Curriculum: Implementation of FlexLearn- a design to enhance the online delivery of course content for on-ground delivered courses to engage adult learners in a more interactive format, beginning in Fall 2021. Faculty training started in the Spring of 2021, will continue into the Summer 2021 with support from the Sacred Heart University (SHU) Center for Excellence and Innovation in Teaching (CEIT) experts. Each semester a review of the ATI proctored exam reports and semi-annual Mountain Measurements report data to identify cohort strengths & weaknesses. Starting in the Fall of 2021 the passing grade scale for nursing courses will change from a 1-step approach to a 2-step approach (which aligns with the Davis & Henley College of Nursing undergraduate nursing program at SHU grading for nursing students).
- iii. Admissions Criteria & Processes: a 2-day Boot camp for incoming NUR 101 students (start in 08/2021) and Associate Dean for Student Success and Engagement (start in 07/2021).

4. University of Bridgeport, 78%:

- a. The action plan includes:
 - i. For the BSN class of 2021 the required minimum GPA was increased to 3.00 (from 2.75).
 - ii. Purchase of Proctorio so all the ATI specialty exams were able to be given remotely.
 - iii. The faculty provided focused guidance with their students as clinical placements were capped at groups of 6 students (for a ratio of 1 faculty to 6 students).
 - iv. Purchase of a 90-day subscription for the entire senior class of UWorld, a NCLEX test prep software.
 - v. Reviews of pharmacology and nutrition as those were identified as content area weaknesses.
 - vi. Change from ATI to Nurse Think as the standardized testing software and threading clinical judgement and NextGen NCLEX style test questions thought the curriculum.
 - vii. Continue to maintain standards of C+ or higher for passing in all math, science, and nursing courses.

5. Lincoln Technical Institute, Shelton campus Day program 58% and Evening program 60%:

- a. The action plan includes:
 - i. Faculty feedback on methods to improve the NCLEX scores.
 - ii. Review of an analysis of Shelton's nursing curriculum delivery presented to the faculty including ATI group reports and Mountain Measurement reports.
 - iii. Resume faculty professional days including ATI training and Elsevier training.
 - iv. Identification of day & evening faculty to serve as ATI Champions who will enhance integration of the ATI program.
 - v. A fulltime License Readiness Advisor (LRA) to work with current students and graduate student outliers. Will focus on NCLEX readiness, remediate individual areas of weakness and support the student toward successful licensure.
 - vi. Campus administrators to review of all ATI reports of student outcomes with faculty at the completion of each module.
 - vii. Fill vacant positions.
 - viii. Identification of students that have deficiencies in their standardized content exams and/or course grades and they will be supported through tutoring, ATI resources and one-on-one meetings.
 - ix. Student focus groups held quarterly to obtain feedback.
 - x. Weekly calls between the Shelton campus and LTI Corporate to discuss the NCLEX -Practical Nursing result.
 - xi. Review admission requirements.
 - xii. The Shelton campus is reducing new cohorts to 40 students per class (from 60 students per class) and that will be reevaluated.
 - xiii. All licensure and NCLEX fees will be paid by the campus (to avoid processing delays).
 - xiv. Purchase of a Laerdal High Fidelity manikin to be used during simulation scenarios. Simulation scenarios are used concurrently with didactic content to reinforce concepts as well as to enhance the temporary 25 % virtual clinical experience.
 - xv. Nursing laboratory upgrades are being planned for 2022 including Sim Capture Units.
 - xvi. Remote testing using Proctorio, Respondus monitor and Respondus lockdown has been suspended except for extraordinary student circumstances.
 - xvii. Return to campus for testing, lab skills and didactic classes.
 - xviii. ATI Live Review sessions offered to the students.

- xix. ATI Board Vitals as an additional NCLEX prep resource for post graduate students.
- xx. Retrain faculty & students to use Elsevier EAQ resource included with the *Silvestri's Comprehensive Review for the NCLEX-PN* book.
- xxi. Monitor student Grade Point Average for potential grade inflation.



Helen M. Smith, R.N., M.S.N.
Nurse Consultant
Practitioner Licensing & Investigations Section
Healthcare Quality & Safety Branch
Department of Public Health State of Connecticut
410 Capital Avenue
Hartford, CT 06106

30 May 2021

Ms. Smith,

Attached please find letters of appointment and resumes / CV's for the Interim Director of Nursing and Education Supervisor, Hamden campus for Porter and Chester Institute.

We will be happy to provide any additional document you may require to complete this submission.

Respectfully submitted,

A handwritten signature in cursive script that reads 'Nancy E. Brunet'.

Nancy E. Brunet, MSN, RN, M.Ed
Interim Director of Nursing
Porter and Chester Institute
30 Waterchase Drive
Rocky Hill, CT 06067



05/17/2021

Ms. Helen Smith:

On Wednesday, May 12, 2021, Porter and Chester Institute appointed Nancy Brunet, RN, MSN, as the interim nursing director for the school's practical nursing program. Ms. Brunet will serve as the Nursing Director until which time a permanent candidate is appointed.

Ms. Brunet will function solely as the Nursing Director, providing oversight of the day-to-day operations of the program. This oversight includes, but is not limited to, the selection of qualified faculty, development of existing faculty, and the assessment and implementation of policy and processes resulting in favorable learning outcomes for the students enrolled in Porter and Chester's practical nursing program.

Ms. Brunet is an internal appointment with working knowledge of the current program's curriculum, its faculty, and students. Therefore, the school anticipates a smooth and non-disruptive transition as Ms. Brunet assumes the responsibilities of this critical role.

If you have any questions, please contact me at vicki.kane@yti.edu.

Respectfully,

A handwritten signature in black ink, appearing to read 'VKane', with a wavy underline.

Vicki Kane, Ed.D
Vice President of Academics

Nancy E. Brunet

WORK EXPERIENCE

Porter and Chester Institute, Rocky Hill, CT **February 2019 – Present**
Campus Director of Operations and Education
Assistant Curriculum Chair – Practical Nursing

- Responsible for oversight of instruction, teaching, and curriculum. Collaborates with Acting Director of Nursing and Vice-President of Education to establish education agenda, institutional assessment improvement plan and related work plan.
- Participate in recruiting, selecting, orienting, supervising, developing, and evaluating of faculty
- Provide direction to instructors and Education Supervisors and partners with Curriculum Chair to oversee adaptation of curriculum based on scientific evidence to meet NCLEX blueprint
- Ensure compliance with state, institutional, federal and programmatic regulatory agencies.
- Assist in new program development and implementation
- Prepare and deliver performance review documents for instructors and supervisors

Springfield College, Springfield, MA **June 2017 – May 2019**

Emergency Medical Services Management

Paramedic Program Director / Assistant Professor

August 2018 – May 2019

- Promoted to full-time status with all responsibilities from Interim appointment.

Emergency Medical Services Management Division Director

July 2018 – May 2019

- Oversee the global function of the EMS Management division
- Review and redevelop curricula at EMT and Paramedic level for adherence to National Education Standards requirements
- Revise course electives to promote integration of EMSM students into other Springfield College healthcare disciplines in alignment with the EMS Education Agenda for the Future

Interim Paramedic Program Director

August 2017 – July 2018

- Responsible for oversight of all aspects of paramedic program and assurance of adherence to National EMS Education Standards and CAAHEP / Commission on Accreditation of EMS Programs (CoAEMSP) accreditation requirements
- Served as Coordinator of five-year reaccreditation site visit by CoAEMSP
- Responsible for oversight of classroom and laboratory instructor competency and adherence to educational standards
- Chairperson of Paramedic Program Multidisciplinary Advisory Committee. Provision of annual reports to CoAEMSP to demonstrate compliance with national program standards
- Responsible for the reorganization of the format and sequencing of cognitive and psychomotor content to realign with CoAEMSP and National EMS Education requirements

Paramedic Program Laboratory Coordinator

June 2017 – August 2017

- Responsible for development, coordination, and instruction of advanced level psychomotor skills in accordance with National EMS Education Standards requirements
- Responsible for recruitment and retention of qualified ALS / Paramedic level laboratory instructors and mentors

Eastern Connecticut Health Network, Manchester, CT

October 2015 – December 2016

EMS and Emergency Preparedness Coordinator

- In addition to job requirements listed below managed federally regulated Hospital Preparedness and EBOLA / Emerging Infectious Diseases grants for two community hospitals
- Oversight of compliance with grant deliverables
- Development of drills and exercises to maintain hospital training compliance
- Collaboration with community resources and partners to participate in regional drills to test hospital preparedness
- Coordination of bi-annual Emergency Preparedness Committee meeting
- Development of presentations to reflect changes in hospital preparedness requirements
- Collaboration with Director of Pharmacy to participate in mass dispensing regional drill

EMS Clinical Coordinator

June 2012 – May 2018

- Quality assurance oversight of sponsored agencies to guarantee adherence to State and Regional practice guideline through extensive chart review and monitoring of patient outcomes
- Development and implementation of training programs for sponsored services to maintain compliance with changes to procedure and/or pharmaceutical protocols within the State and Region
- Collaboration with Department of Nursing Education to create and implement training programs for Emergency Department nursing staff
- Management and oversight of American Heart Association training programs and associated faculty certification requirements
- Representation of organization on Department of Public Health / Office of Emergency Medical Services regulatory committees
- Development of hospital and regional Mission Lifeline STEMI and Get with the Guidelines Stroke protocols
- Development and implementation of continuing education training programs to assure compliance with statewide and regional updates and changes to practice guidelines
- Execution of goal directed performance improvement plans for providers identified as having practice deficiencies.
- Data collection to assess service compliance with statewide response benchmarks
- Integration of EMS agencies into hospital High Reliability Organization (HRO) practices
- Participation in Joint Commission and State of Connecticut site visits to integrate pre-hospital care implications as appropriate

Capital Community College, Hartford, CT

August 1996 - May 2012

Clinical Coordinator Paramedic Education

Assistant Professor EMS Education

- General oversight of all clinical education for two paramedic programs
- Management of clinical faculty including annual performance evaluations and development of performance improvement goals for identified deficiencies

- Interface with clinical managers to develop new agreements to fulfill changing trends in pre-hospital education.
- Development of measurable, evidence-based, goal-oriented learning objectives to demonstrate student ability to meet defined clinical benchmarks.
- Data collection and management for submission of Annual Report to maintain national accreditation of paramedic program (CoAEMSP)
- Data collection and management for submission of Five-year Report to maintain national accreditation of community college (NEASC)
- Part-time classroom lecturer and clinical laboratory evaluator
- Statewide coordinator for national level psychomotor testing required for State of Connecticut paramedic licensure

Assistant Professor EMS Education

August 2006 – September 2007

- Fulltime academic instructor responsible for all classroom teaching and testing, oversight of psychomotor laboratory education, and coordination of paramedic clinical education and teaching of EMS-Instructor program during paramedic program director's sabbatical year.

University of Connecticut School of Nursing

October 1998 - March 2007

College of Continuing Studies, Storrs, CT

Faculty - School Nurse EMS for Children Program

- Classroom and lab educator for national program designed to prepare school nurses to manage initial minutes of emergency situations based on current best practices.

St. Francis Hospital and Medical Center, Hartford, CT

June 1997 - May 2012

Community Training Center / EMS Academy

- Senior Faculty for American Heart Association Basic Life Support, Advanced Cardiac Life Support and Pediatric Advanced Life Support programs and National Association of Emergency Medical Technicians Pre-Hospital Trauma Life Support courses

Manchester Memorial Hospital, Manchester, CT

October 1996 - June 1999

- Per-diem staff nurses - Emergency Department

Bristol Hospital, Bristol, CT

May 1997 - October 1997

- Registered Nurse - Seasonal employee to manage Lake Compounce medical unit

New Britain General Hospital, New Britain, CT

November 1988 - September 1997

- Staff Nurse - Emergency Department
November 1988 - August 1996
- Per-diem staff nurses - Emergency Department
August 1996 - September 1997

University of Connecticut Health Center

May 1987 - November 1988

John Dempsey Hospital, Farmington, CT

- Staff Nurse - Emergency Department

U. S. Veteran's Administration Medical Center, Newington, CT

February 1985 - May 1987

- Per-diem staff nurses - Emergency Department and Critical Care Units

Mount Sinai Hospital, Hartford, CT

August 1983 - January 1985

- Staff Nurse - Medical Oncology and General Medicine

U. S. Veteran's Administration Medical Center, Newington, CT

June 1982 - July 1983

- Night Charge Nurse - Medical Step-down unit

EDUCATION

Master of Science in Nursing / Nurse Administration

January 2021

University of Phoenix

Practicum Project – Developing an Onboarding and Mentoring Program for Novice Nursing Instructors

RN to BSN Bridge Courses

May 2019 – October 2019

University of Phoenix

Master of Arts, Education / Curriculum Design

May 2009

University of Phoenix

Action Research - Preparing Clinical Preceptors for Teaching Responsibilities

Bachelor of Science - Health Science

May 2007

Charter Oak State College

Associate of Science – Nursing

May 1982

Greater Hartford Community College

LICENSES AND CERTIFICATIONS

Paramedic Certification – State of Massachusetts

November 2017

American Heart Association – BLS / CPR Instructor

August 2016

Paramedic Certification - National Registry of Emergency Medical Services

March 2008

Paramedic License - State of Connecticut

May 2008

Emergency Medical Services Instructor - State of Connecticut

October 2005

Registered Nurse - State of Connecticut

May 1982

ACADEMIC ACHIEVEMENTS

Sigma Theta Tau International Honor Society for Nursing

March 2021

Omicron Delta Chapter

The National Society for Leadership and Success

March 2020

University of Phoenix Chapter

Phi Theta Kappa

May 1981

Alpha Zeta Psi Chapter

Greater Hartford Community College

PROFESSIONAL ORGANIZATIONS

Connecticut League for Nursing	March 2019 – Present
<ul style="list-style-type: none">• Participate in ongoing evaluation of nursing standards with interpretation and implementation at the Practical Nurse level	
Connecticut EMS Medical Advisory Board	January 2013 – February 2019
<ul style="list-style-type: none">• Representative for statewide hospital EMS Clinical Coordinators to multidisciplinary advisory panel	
Connecticut EMS Medical Advisory Committee	September 2012 – February 2019
<ul style="list-style-type: none">• Tasked with review and redevelopment of statewide EMS Specialty-Care Transport program curriculum and objectives	January 2016
Connecticut EMS Region III Education Standards Committee	June 2012 – February 2019
<ul style="list-style-type: none">• Vice-Chair	June 2018 – February 2019
Connecticut Society of EMS Instructors	March 2007 - February 2019
<ul style="list-style-type: none">• President	March 2011 - March 2013
American Heart Association	January 2001 - December 2005
<ul style="list-style-type: none">• Emergency Cardiac Care Committee - Regional Faculty	
CT EMS Education and Training Committee	March 1998 – December 2015
<ul style="list-style-type: none">• Vice-chair	January 2004 - December 2015
National Emergency Nurses Association	January 1998 - Present
National Association of EMS Educators	March 2003 – May 2020
Connecticut Emergency Nurses Association	January 1998 - Present
<ul style="list-style-type: none">• Director	January 2000 - December 2002

VOLUNTEER ORGANIZATIONS

The Carolyn Edwards Foundation	2013 -2017
Board of Directors – Nursing Member	
Soccer Club of Newington	1996 - 2006
Board of Directors – Referee Coordinator	

Capital Community College
950 Main Street
Hartford, CT 06103
(860) 906-5000
www.capitalcc.edu
FICE code: 007635

ACCREDITATION:

Capital Community College is accredited by the Board of Governors of Higher Education of the State of Connecticut and the New England Association of Schools and Colleges, Inc.

SEMESTER/UNIT OF CREDIT:

The credit is the basic unit used at Capital Community College. One credit usually requires one class period of 50 minutes, and two hours of preparation outside of class, each week for a semester's duration.

HISTORY:

Capital Community College was formed as the result of the 1992 merger of Greater Hartford Community College (founded in 1967) and Hartford State Technical College (founded in 1946). The unified institution was named Capital Community-Technical College. In 2000, the college was re-named Capital Community College.

ADMINISTRATIVE SYMBOLS:

AU-Audit. A course which confers no credit, grades or quality points. Students have within the first four weeks to change from/to credit/audit status.

I-Incomplete. A temporary grade pending completion of course requirements within 10 weeks of the following academic semester.

I/E-Include/Exclude. An "I" in the column labeled R shows that the higher course grade is being included in the GPA calculation. The "E" indicates that the lower grade is excluded from the GPA. In the case of repeated courses, only the highest grade ("A" through "F") will be used in the computation of the student's grade point average (GPA) and credits earned. The previous grade(s), while remaining on the transcript, will be disregarded in the calculation of the grade point average and credits earned.

M-Maintaining Progress. An administrative transcript notation used only for developmental courses to indicate that the student is maintaining progress but not at a usual rate. It may be given to a student for a course only twice.

N-No Grade. An administrative transcript notation for any situation where there is no grade reported at the end of the semester (i.e. no grade received from instructor; no basis for a grade)

P-Pass. An administrative transcript notation for successful completion of courses taken on a pass/fail basis. Students failing will receive a grade of "F".

TR-Transfer. An administrative transcript notation in lieu of grades for courses accepted for credit from other colleges and universities

W-Withdrawal. A grade assigned by the Registrar to students giving written notice of termination of study in a course by established deadlines.

(^)(*)-Fresh Start. An option that permits a fresh start for students who meet the criteria set by the Board of Trustees. Please refer to the college catalog for additional information. Before Fall 2004, fresh starts were designated with the (*) symbol.

GPA CALCULATION:

GPA's are calculated by the following formulas: grade points X course credits = course grade points; total course grade points for period covered divided by total calculable credits for the period = grade point average for the period.

INSTITUTIONAL/DEVELOPMENTAL COURSES:

Effective Fall 1998, courses prefixed by G0 or G00 are developmental courses and earn institutional credit. Institutional credits do not count toward graduation and do not transfer. Developmental courses are not calculated in students' grade point averages. Beginning Fall 2004, a developmental grade will be followed by a (#) symbol.

PRIVACY ACT:

In accordance with the Family Educational Rights and Privacy Act of 1974, this record is not to be released to a third party without written permission from the student.

COURSE NUMBERING:

A "G" letter code designated by the Community College System as a college identifier, precedes all course numbers. *Example: ENG G101*

Effective Summer 2004, the Community Colleges System adopted the Common Course Numbering System. These courses are identified by an (*) after the discipline name. *Example: ENG**

CURRENT GRADING SYSTEM

<u>Grades</u>	<u>Quality Point Value</u>
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0

Optional Grades Used During: Spring 2020, Fall 2020, Winter 2020, Spring 2021.
Special grades were implemented (COVID 19 pandemic impacted terms) with no quality point value:

CR = Credit Earned (Equivalency <=C-)
CRT = Credit Earned for Transfer (Equivalency >=C)
NCE = No Credit Earned



CONSIGLIO REGIONALE
REGIONE EMILIA-ROMAGNA
SEGRETERIA REGIONALE



AN UNO DEI SEI PUNTI DI VENDITA SOTTO INDICATI

PRELIEVO DOCUMENTO E SOTTOSCRIZIONE DEL DOCUMENTO

Angelo Maria Pizzani
Angelo Maria Pizzani

ID : ██████████

Name : Nancy Brunet

Address : ██████████
 ██████████
 ██████████

**Board of Regents - State of Connecticut
 Charter Oak State College
 55 Paul Manafort Drive, New Britain CT 06053-2150**

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Emd	GPA
1978-1979 Academic Year : Transfer							
<i>Central Connecticut State University</i>							
BIO 121	General Biology 1	TR	C		4.00	4.00	
BIO 122	General Biology 2	TR	C		4.00	4.00	
CHEM 121	General Chemistry 1	TR	C		4.00	4.00	
HIST 262	History Of American Life 2	TR	B		3.00	3.00	
MATH 111	Intermediate Algebra	TR	B		3.00	3.00	
MATH 125	Applied Calculus 1	TR	C		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					21.00	21.00	

1979-1980 Academic Year : Transfer

<i>Manchester Community College</i>							
BIO 141	Microbiology	TR	B		4.00	4.00	
BIO 152	Human Anatomy & Physiology 1	TR	B+		3.00	3.00	
BIO 152 (L)	Anatomy & Physiology Lab	TR	B		1.00	1.00	
BIO 153	Human Anatomy & Physiology 2	TR	B-		3.00	3.00	
BIO 153 (L)	Anatomy & Physiology Lab	TR	B+		1.00	1.00	
PSYC 111	General Psychology	TR	A		3.00	3.00	
ST 101	Operating Room Procedures 1	TR	A		3.00	3.00	
ST 102	Operating Room Procedures 2	TR	A		3.00	3.00	
ST 103	Terminology 1	TR	A		1.00	1.00	
ST 104	Terminology 2	TR	A		1.00	1.00	
ST 106	Seminar In Surgery	TR	A		2.00	2.00	
ST 220	Clinical Experience 1	TR	A		2.00	2.00	
ST 222	Clinical Experience 2	TR	A		4.00	4.00	
ST 224	Clinical Experience 3	TR	A		4.00	4.00	
Term Totals :					0.00	0.00	
Career Totals :					56.00	56.00	

1980-1981 Academic Year : Transfer

<i>Capital Community College</i>							
ENG 101	English Composition 1	TR	A		3.00	3.00	

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Emd	GPA
1980-1981 Academic Year : Transfer							
ENG 203	Effective Speech	TR	B		3.00	3.00	
MUS 101	Music Appreciation	TR	A		3.00	3.00	
NURS 101	Fundamentals Of Nursing	TR	A		6.00	6.00	
NURS 110	Family Concepts In Nursing	TR	B		6.00	6.00	
NURS 115	Adult & Child Nursing 1	TR	B		3.00	3.00	
NURS 201	Adult & Child Nursing 2	TR	B		8.00	8.00	
NURS 210	Adult & Child Nursing 3	TR	B		8.00	8.00	
NURS 215	Nursing Care & The Health Team	TR	B		4.00	4.00	
PSY 244	Developmental Psychology	TR	A		3.00	3.00	
SOC 201	Introduction To Sociology	TR	B		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					106.00	106.00	

1997-1998 Academic Year : Transfer

<i>Emergency Medical Services, Dept of Public Health *</i>							
EMT 01	Emergency Medical Technician Certif	TR	P		4.00	4.00	
Term Totals :					0.00	0.00	
Career Totals :					110.00	110.00	

2005-2006 Academic Year : Spring

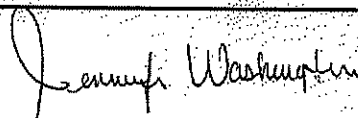
Subterm : Second 8-week term							
HCA-301	Conf Ethical Issues In Hc	CR	A		3.00	3.00	
Term Totals :					3.00	3.00	4.000
Career Totals :					113.00	113.00	4.000

2005-2006 Academic Year : Summer

Subterm : First 8-week term							
HCA-311	Economics of Health & Health Care	CR	A		3.00	3.00	
Term Totals :					3.00	3.00	4.000
Career Totals :					116.00	116.00	4.000

Authentication

A transcript is official only when imprinted with the signature of the Registrar of Charter Oak State College. It is printed on green security paper with a green Charter Oak State College seal in the center, used to prevent alterations and unauthorized reproductions.


 Jennifer Washington, Registrar

Accreditation

Charter Oak State College is Connecticut's distance learning degree program under the governance of the Board of Regents. It is accredited by the Connecticut Board of Governors for Higher Education and the New England Commission of Higher Education (NECHE).

ID :
 Name : Nancy Brunet
 Address :

Board of Regents - State of Connecticut
 Charter Oak State College
 55 Paul Manafort Drive, New Britain CT 06053-2150

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Ernd	GPA
2005-2006 Academic Year : Transfer							
<i>Capital Community College</i>							
EMS 101	Emergency Medical Service Education	TR	A		3.00	3.00	
EMS 102	Emergency Medical Service Education	TR	A		3.00	3.00	
EMS 103	Emergency Medical Service Education	TR	A		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					125.00	125.00	4.000

2006-2007 Academic Year : Fall

Subterm : First 8-week term							
BCA-330	Terrorism & Disaster Manage For Hca	CR	A		3.00	3.00	
Subterm : Second 8-week term							
BCA-411	Health Care Law	CR	A		3.00	3.00	
Term Totals :					6.00	6.00	4.000
Career Totals :					131.00	131.00	4.000

2007-2008 Academic Year : Transfer

<i>College Level Examination Program *</i>							
CG06B	English Composition W/essay (61) 2/	TR	P		3.00	3.00	
<i>DANTES Examinations *</i>							
BL496	Intro To World Religions (57) 3/07	TR	A		3.00	3.00	

Undergraduate Division

Course Number	Title	CR Type	Gra	Rpt	Att	Ernd	GPA
2007-2008 Academic Year : Transfer							
<i>Excelsior College Examinations*</i>							
459	Abnormal Psychology	TR	B		3.00	3.00	
Term Totals :					0.00	0.00	
Career Totals :					140.00	140.00	4.000

Degree Information :

(1) * Bachelor of Science Date Conferred :05/31/2007

Diploma Name: Nancy E. Brunet

Major(s)

General Studies

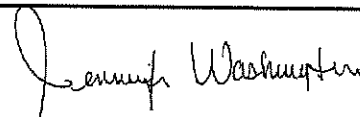
Concentration(s)

Health Studies

*Any institution/program with this mark is not a traditional college or program. The program has been evaluated for college credit by the American Council on Education, NCCRS, Charter Oak State College or a similar evaluation organization and approved by Charter Oak faculty for transfer credit.

Authentication

A transcript is official only when imprinted with the signature of the Registrar of Charter Oak State College. It is printed on green security paper with a green Charter Oak State College seal in the center, used to prevent alterations and unauthorized reproductions.


 Jennifer Washington, Registrar

Accreditation

Charter Oak State College is Connecticut's distance learning degree program under the governance of the Board of Regents. It is accredited by the Connecticut Board of Governors for Higher Education and the New England Commission of Higher Education (NECHE).

Charter Oak State College
TRANSCRIPT KEY

Release of Information

This transcript has been transmitted at the request of the named student in accordance with the Family Educational Rights and Privacy Act of 1974. Further transmission of this academic record is not authorized.

Semester Credits

All credits are stated as semester credits. Quarter credits have been converted to semester equivalents.

Course Numbering

Undergraduate Charter Oak State College courses are numbered 100-400. 100 and 200 level courses are lower level; 300 and 400 level courses are upper level.

100 level- assumes no previous college level knowledge.

400 level- assumes prior study at the 200 and 300 level and a strong knowledge of the field.

500-600 level courses are all at the Graduate level and assume mastery at the undergraduate level.

*Undergraduate Honors

Honors in General Scholarships: Based on a minimum of 60 graded credits for baccalaureate degrees and 30 graded credits for associate degrees and a QPA of 3.5 or higher.

Charter Oak State College Honors: Based on a minimum of 30 credits earned from COSC courses and have earned a QPA of 3.5 or higher in those credits.

**** It must be noted that Honor requirements were changed in the following years: 1990, 2000, and 2005.**

Characteristics of the Record

Charter Oak State College maintains an academic record for each degree candidate. On this record are placed:

1. Credits awarded by the faculty of Charter Oak State College on the basis of examinations, courses, special assessment, portfolio review or contract learning;
2. Credits awarded by the faculty of Charter Oak State College for completion of college-level courses conducted by non-collegiate organizations such as the U.S. Armed Services, professional societies, governmental agencies and certain corporations;
3. Credits validated by the faculty of Charter Oak State College for courses of instruction successfully completed at accredited colleges and universities.

The record is "voluntary" in that it contains only information available through the candidate's initiative. It is possible for the academic record to contain credits in excess of those constituting the degree program while at the same time omitting certain items from the candidate's previous academic experience.

Grading Standards

The minimum acceptable levels of academic performance for the award of a degree by Charter Oak State College are:

1. In all college courses and/or proficiency examinations for which a letter grade or the equivalent is assigned, a cumulative grade point average of at least 2.0, based on a scale of 4.0 to 0.0. **PRIOR TO JULY 1, 2004**, the calculations are: A=4.0; B=3.0; C=2.0; D=1.0; F=0. **AFTER JULY 1, 2004**, the calculations are:

A	4.0	C	2.0	W	Withdraw
A-	3.7	C-	1.7	I	Incomplete
B+	3.3	D+	1.3	AU	Audit
B	3.0	D	1.0	NG	No Credit
B-	2.7	D-	.7	AW	Administrative Withdrawal
C+	2.3	F	0.0	CC	Consortium Course

2. In all courses and/or proficiency examinations reported on a Pass-Fail system, a grade of "P" (Pass). This includes examinations for which a standard score is used to determine Pass or Fail. Acceptable cut-off scores for examinations are approved by faculty and are equivalent to a "C".
3. Letter grades indicated for examinations are grade equivalents indicating the student's level of performance on the examination(s).

Credit By Exams

Many Charter Oak State College students earn credits toward Charter Oak degrees by passing standardized examinations. These exams test for the knowledge that the student would have been expected to master upon completion of a college course(s). The following may appear on the COSC transcript:

AP:	Advanced Placement
ACT PEP:	American College Testing Proficiency Exam Program
CLEP:	College-Level Examination Program
COSC:	Charter Oak State College Exams
DANTES:	Defense Activity for Non-Traditional Educational Support
EXCELSIOR:	Excelsior College Exams (formerly ACT PEP and/or Regents)
MLA:	Modern Language Association Exams
UP:	Undergraduate Assessment Field Tests
GRE:	Graduate Record subject tests
TECEP:	Thomas A. Edison State College Examinations

***GPA:** The Charter Oak GPA is based solely on graded credits earned at Charter Oak. If the student has no Charter Oak graded course work on which to calculate a GPA, none will appear on the transcript.

How to Authenticate This Official PDF Transcript

This official PDF transcript has been transmitted electronically to the recipient, and is intended solely for use by that recipient. It is not permissible to replicate this document or forward it to any person or organization other than the identified recipient. Release of this record or disclosure of its contents to any third party without written consent of the record owner is prohibited.

This official transcript has been digitally signed and therefore contains special characteristics. This document will reveal a digital certificate that has been applied to the transcript, and for optimal results, we recommend that this document is viewed with the latest version of Adobe® Acrobat or Adobe® Reader. This digital certificate will appear in a pop-up screen or status bar on the document, display a blue ribbon, and declare that the document was certified by "Parchment, Parchment" with a valid certificate issued by GlobalSign CA for Adobe®. This document certification can be validated by clicking on the Signature Properties of the document.



The Blue Ribbon Symbol: The blue ribbon is your assurance that the digital certificate is valid, the document is authentic, and the contents of the transcript have not been altered.

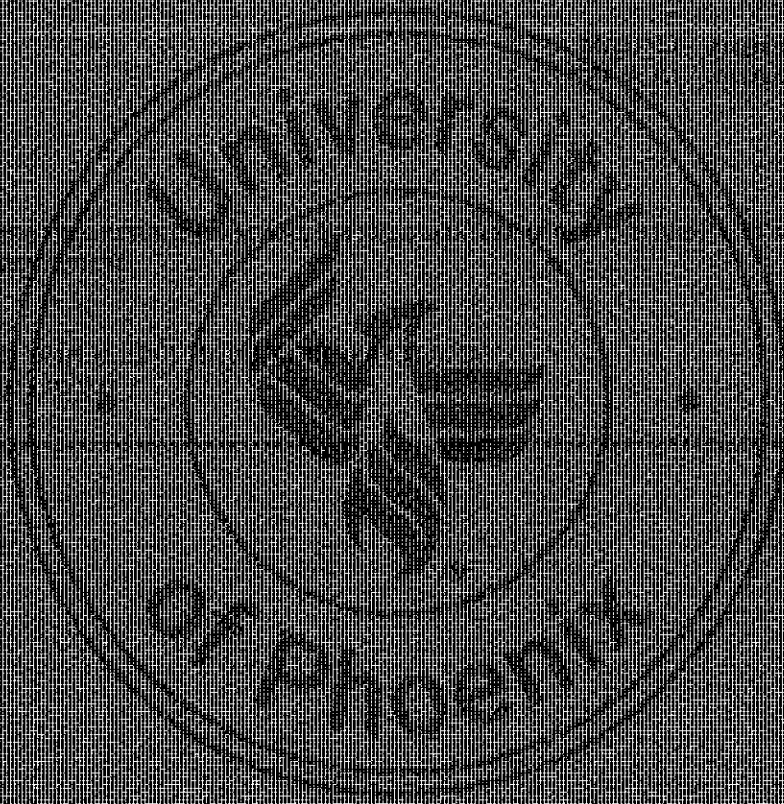


Invalid: If the transcript does not display a valid certification and signature message, reject this transcript immediately. An invalid digital certificate display means either the digital signature is not authentic, or the document has been altered. The digital signature can also be revoked by the transcript office if there is cause, and digital signatures can expire. A document with an invalid digital signature display should be rejected.



Author Unknown: Lastly, one other possible message, Author Unknown, can have two possible meanings: The certificate is a self-signed certificate or has been issued by an unknown or untrusted certificate authority and therefore has not been trusted, or the revocation check could not complete. If you receive this message make sure you are properly connected to the internet. If you have a connection and you still cannot validate the digital certificate on-line, reject this document.

The current version of Adobe® Reader is free of charge, and available for immediate download at <http://www.adobe.com>.





05/17/2021

Ms. Helen Smith:

On April 5, 2021, Porter and Chester Institute appointed Beatriz McMillian, RN, MSN, as the education supervisor for Porter and Chester's practical nursing program (Hamden campus).

Ms. McMillian will function as the program's education supervisor, providing support of the educational delivery, guiding student achievement, and monitoring programmatic outcomes at the campus level.

Ms. McMillian is an internal appointment with working knowledge of the current curriculum, its faculty, and students. Therefore, the school anticipates a smooth transition as Ms. McMillian assumes education supervisor role within Porter and Chester's practical nursing program.

If you have any questions, please contact me at vicki.kane@yti.edu.

Respectfully,

A handwritten signature in black ink, appearing to read 'VKane', written over a horizontal line.

Vicki Kane, Ed.D
Vice President of Academics

BEATRIZ McMILLIAN, RN

OBJECTIVE

Dedicated, compassionate, knowledgeable Registered Nurse with over 10 years of critical care experience seeking a full-time Practical Nursing Supervisor position with Porter and Chester

EDUCATION

HERBERT H. LEHMAN COLLEGE

Master of Science in Nursing
GPA: 3.909

Bronx, NY
01/11- 01/13

HERBERT H. LEHMAN COLLEGE

Bachelor of Science in Nursing
GPA: 3.57, Cum Laude

Bronx, NY
01/06- 05/10

HONORS & AWARDS

Golden Key Honor Society, Active Member

11/09- Present

Chi Alpha Epsilon Honor Society, Honorable Member

04/10- Present

Sigma Theta Tau International Honor Society for Nursing, Active Member

05/10- Present

Lehman College, Dean's List

2008 & 2009

PROFESSIONAL ORGANIZATIONS

American Nurses Association

08/12- Present

American Association of Critical Nurses

10/16- Present

Emergency Nurses Association

08/12- Present

CERTIFICATES & LICENSURE

Registered Professional Nurse, CT Licensure

07/20- Present

Registered Professional Nurse, NYS Licensure

07/18- Present

Certified Emergency Room Nurse (CEN)

01/21- Present

Certified Critical Care Registered Nurse (CCRN)

10/19- Present

Trauma Certified Registered Nurse (TCRN)

05/19- Present

Basic Life Support for Health Care Providers

06/20- Present

Advanced Cardiac Life Support for Health Care Providers

10/19- Present

Pediatric Advanced Life Support for Health Care Providers

06/20- Present

Trauma Nursing Core Course (TNCC)

09/20- Present

Emergency Nursing Pediatric Course (ENPC)

05/18- Present

Fundamental Critical Care Support (FCCS)

11/18- Present

PROFESSIONAL EXPERIENCE

Level 1 Trauma Center Emergency Department Staff Nurse

09/10-07/17

Jamaica Hospital Medical Center, Queens, NY

Registered Nurse

- Care for emergency room patients at a level 1 trauma center with 2 trauma bays and over 100,00 visits a year
- Provide direct care to critical trauma patients
- Provide care and management to critically ill patients on mechanical ventilator, vasoactive drips and invasive monitors
- Assess patients and prioritize care
- Stabilize patients in crisis using BLS and ACLS protocol
- Document assessments and outcomes in electronic chart system

- Interact with interdisciplinary team regarding patient care
- Educate patients/families on health care needs, conditions and options
- Aid Nursing Manager in supervision of staff nurses
- Ability to educate and be used as a preceptor for new staff nurses in the Emergency Department

Intensive Care Unit Staff Nurse
Norwalk Hospital, Norwalk, CT
Registered Nurse

04/17-04/19

- Provided direct quality care to patients in the Intensive Care Unit including daily assignments, charting, medication administration and supervision of care of 2 to 3 patients per day
- Directly communicated with the interdisciplinary team in the management of patient care
- Interpreted telemetry strips, invasive and non-invasive monitors in the Intensive Care Unit
- Documented all patient care during shifts; updated patient records and prepared patients for hand off to oncoming staff
- Assisted in the assessment, treatment and implementation; observed the patient's progress and response to treatment
- Provided care for variety of patients; communicated effectively with patients and family of diverse backgrounds and ethnicities
- Attended nursing continuing education sessions to improve nursing skills and knowledge

Level 2 Trauma Center Emergency Department Staff Nurse
Stamford Hospital, Stamford CT
Registered Nurse

07/17-04/21

- Responsible for evaluation and assessment of patient conditions in emergency situations including STEMI and trauma alerts, medical, surgical and respiratory emergencies.
- Utilized critical thinking skills to intervene with the appropriate interventions for urgent/emergent patient care
- Provided comprehensive nursing care to patients seeking medical care in the emergency department
- Provide professional nursing care for pediatric and adult patients in the emergency department
- Fully qualified in triage and determining priority of care based on physical, psychological and social needs
- Work alongside physicians, other nurses and healthcare professional to provide care, monitor health conditions, administer medications and advice patients and their families on illness care

Licensed Practical Nursing
Porter and Chester Institute, Hamden CT
Nursing Instructor

08/19-04/21

- Assist in planning and developing LPN nursing courses
- Lecture on nursing subjects, assign and grade homework/tests and oversee lab practical
- Complete professional development classes/activities as per institution requirement
- Manage and create the nursing experience in the long-term clinical setting
- Collaborate with colleagues to revise and evaluate course content
- Evaluate LPN student's performance both in the classroom and clinical setting

Licensed Practical Nursing
Porter and Chester Institute, Hamden CT
Nursing Education Supervisor.

04/21- present

- Maintain accurate records about student's attendance, grades and accomplishments
- Enter student's data in PCI recordkeeping system
- Process student's paperwork accurately, with clarity and punctuality
- Oversight and implement PCI's policies and procedures regarding the PN program
- Maintain current clinical affiliations and implement new contractual clinical affiliations
- Facilitate professional interaction between educational staff and the clinical setting to promote continued collaboration
- Work alongside with the Director of Education to maintain supportive and consistent communication with students to provide an environment where the students feel supported

SKILLS

- Fluent in both English and Spanish language
- In depth knowledge of the advance technologies and equipments with the perfect knowledge of the medical terminology
- Great demonstration and leadership qualities
- Energetic and positive attitude with the profound communication skills both verbally and written
- Provide competent and dignified patient care

Official Academic Transcript from:
CUNY LEHMAN COLLEGE
OFFICE OF THE REGISTRAR
250 BEDFORD PARK BLVD. WEST
SHUSTER HALL ROOM 102
BRONX, NY 10468

TELEPHONE: 718-960-8810

Official Academic Transcript of:
BEATRIZ CARO-MADERA
Transcript Created: 18-May-2021



Document Type: THIRD-PARTY SECURE PDF

Intended Recipient:
CT STATE DEPARTMENT OF HEALTH
410 CAPITOL AVENUE
HARTFORD, CT 06134

E-Mail: helen.smith@ct.gov

Requested by:
BEATRIZ CARO-MADERA



Delivered by:
Parchment, LLC
Under Contract To:
CUNY LEHMAN COLLEGE
Order Number: 1ET755757- 1
Telephone: (847) 716-3005

Statement of Authenticity

This Official Academic Transcript in Portable Document Format (PDF) was requested by the individual identified above in compliance with the provisions of the Family Educational Rights and Privacy Act of 1974 as Amended and in conformance with the prescribed ordering procedures of CUNY Lehman College who has contracted with Parchment, LLC of Scottsdale, AZ for electronic delivery of Official Academic Transcripts in PDF form. You may verify the authenticity of our relationship with CUNY Lehman College by visiting their website at <https://cuny.edu/transcript>.

Colleges and Universities

If you are an accredited post-secondary academic institution, please be advised that you are receiving this transcript as a "Third-Party" receiver. Since you are not registered to our Parchment Receive service, additional security provisions have been added to this document to prevent content copying or alteration. You also are not permitted to print the document without watermark protections or add notations to the document when saving to your student information system. Should you wish to receive future documents through our electronic networks without these additional security features, please register your institution at https://info.parchment.com/compare_receive.html.

Privacy and Other Information

This Official Academic Transcript is for delivery to the above-named "Intended Recipient". If you are not the "Intended Recipient", please notify the Office of the Registrar at CUNY Lehman College. You are not permitted to copy or alter this document. You may not forward this document or disclose its contents to any person or organization other than the "Intended Recipient" without the express written permission of the student. If this document is copied or printed, the words "PRINTED COPY" will appear in the replicated transcript image.

In the interest of security and privacy, we delete this Official Academic Transcript from our server 48 hours after it is initially downloaded excluding weekends and holidays. If a replacement is subsequently needed, the requesting party must order another transcript from CUNY Lehman College. If you have any questions about this document please contact Parchment Customer Service at (847) 716-3005. Our operators are available from 7:00 am to 7:00 pm Monday through Friday (Central Time).



LEHMAN COLLEGE

Official Undergraduate Transcript

PRINTED COPY PRINTED COPY

Name: **Beatriz Caro-Madera**
 Student ID: [REDACTED]

Print Date: 05/18/2021
 SSN: [REDACTED]
 Birthdate: [REDACTED]

Send To: CT STATE DEPARTMENT OF HEALTH
 410 CAPITOL AVENUE
 HARTFORD, CT 06134

PRINTED COPY PRINTED COPY

Transfer Credits
 Transfer Credit from SUNY Buffalo State College
 Applied Toward Undergraduate Program
 2005 Fall Term

Course	Description	Attempt	Earn
XFR 1000	Transfer Credit	0.00	0.00
Course Trans GPA: 0.000		Transfer Totals: 0.00	

Degrees Awarded

Degree: Bachelor of Science
 Confer Date: 05/27/2010
 Degree GPA: 3.577
 Degree Honors: Cum Laude
 Plan: Nursing
 Sub-Plan:

Beginning of Undergraduate Record

2006 SP

Undeclared Major

Regular Academic Session (02/01/2006 - 05/31/2006)

Course	Description	Attempt	Earn	Grd
ENG 110	Print Effectv Wrting I	3.00	3.00	B+
ENG 222	Literary Genres	3.00	3.00	A-
Req Designation:	Flexible Core - Creative Expression			
LEH 100	Freshman Seminar	3.00	3.00	A
MAT 132	Intro To Statistics	4.00	4.00	A
Req Designation:	Required Core - Mathematical&QuantitativeReasoning			
SOC 166	Fundamentl Sociology	3.00	3.00	A

Term GPA:	3.812	Term Total:	16.00	16.00
-----------	-------	-------------	-------	-------

2006 FA

Undeclared Major

Regular Academic Session (09/01/2006 - 12/31/2006)

Course	Description	Attempt	Earn	Grd
BIO 181	Anat & Physiology I	4.00	4.00	A
Req Designation:	Required Core - Life and Physical Sciences			
BLS 245	Afro-Amer Heritage	3.00	3.00	A
	Writing Intensive Section			
CHE 114	Essentls Gen Che Lec	3.00	3.00	A
Req Designation:	Required Core - Life and Physical Sciences			
CHE 115	Essentls Gen Che Lab	1.50	1.50	A
Req Designation:	Required Core - Life and Physical Sciences			
ENG 120	Prin Effectv Wrting 2	3.00	3.00	A-

Term GPA:	3.937	Term Total:	14.50	14.50
-----------	-------	-------------	-------	-------

2007 SP

Undeclared Major

Regular Academic Session (02/01/2007 - 05/31/2007)

Course	Description	Attempt	Earn	Grd
BIO 182	Anat & Physiology 2	4.00	4.00	A
Req Designation:	Required Core - Life and Physical Sciences			
BLS 235	Afro-Caribbn Society	3.00	3.00	A-
	Writing Intensive Section			
CHE 120	Essent Orgnc Che Lec	3.00	3.00	A-
CHE 121	Essent Orgnc Che Lab	1.50	1.50	A
SPA 104	Elementary Spanish 2	5.00	5.00	A-

Term GPA:	3.800	Term Total:	16.50	16.50
-----------	-------	-------------	-------	-------

2007 FA

Undeclared Major

Regular Academic Session (09/01/2007 - 12/31/2007)

Course	Description	Attempt	Earn	Grd
BIO 230	Microbiology	4.00	4.00	A
HIN 268	Human Growth & Devel	3.00	3.00	B
PHI 173	Justice And Society	3.00	3.00	A
Req Designation:	Flexible Core - Individual and Society			
	Writing Intensive Section			
POL 166	Amer Political System	3.00	3.00	B+
Req Designation:	Flexible Core - US Experience in its Diversity			
	Writing Intensive Section			

Term GPA:	3.607	Term Total:	13.00	13.00
-----------	-------	-------------	-------	-------

2008 SP

NursingNursing BS Major

Subplan: Nursing Specialization

Regular Academic Session (02/01/2008 - 05/31/2008)

Course	Description	Attempt	Earn	Grd
HIN 269	Analy&Act-Comunn Hlth	3.00	3.00	B-
LEH 300	Suffering&Human Resp	3.00	3.00	A
LEH 301	Lat Amer:Violence	3.00	3.00	A
THE 241	Art Of The Theatre	3.00	3.00	A
Req Designation:	Flexible Core - Creative Expression			

Term Honor: Dean's List

Term GPA:	3.675	Term Total:	12.00	12.00
-----------	-------	-------------	-------	-------

2008 FA

NursingNursing BS Major

Subplan: Nursing Specialization

Regular Academic Session (09/01/2008 - 12/31/2008)

Course	Description	Attempt	Earn	Grd
NUR 300	Nur As A Human Scien	3.00	3.00	A-
NUR 301	Therapeutic Interv 1	6.00	6.00	B+
NUR 344	Altered Healthstates	3.00	3.00	B-

Term GPA:	3.250	Term Total:	12.00	12.00
-----------	-------	-------------	-------	-------

2009 SP

NursingNursing BS Major

Subplan: Nursing Specialization

Yvette Rosario



PRINTED COPY PRINTED COPY

Name: **Beatriz Caro-Madera**

Student ID: **██████████**

Regular Academic Session (02/01/2009 - 05/31/2009)

Course	Description	Attempt	Earn	Grd
NUR 303	Therapeut Intervn 2	6.00	6.00	B
NUR 304	Therapeut Intervn 3	3.00	3.00	B-
NUR 330	Pharm Basis Of Nrsng	3.00	3.00	A

Term GPA:	Term Total:	Attempt	Earn
3.175		12.00	12.00

2009 FA

NursingNursing BS Major

Subplan: **Nursing Specialization**
Regular Academic Session (09/01/2009 - 12/21/2009)

Course	Description	Attempt	Earn	Grd
NUR 302	Ways Of Knowag- Nurs	3.00	3.00	A-
NUR 405	Therapeut Interven 4	6.00	6.00	A-
NUR 406	Clinic Decision Makg	3.00	3.00	A-

Term Honor: **Dean's List**

Term GPA:	Term Total:	Attempt	Earn
3.700		12.00	12.00

2010 SP

NursingNursing BS Major

Subplan: **Nursing Specialization**
Regular Academic Session (02/01/2010 - 05/25/2010)

Course	Description	Attempt	Earn	Grd
NUR 408	Trends&Iss- Nur & Hea	3.00	3.00	B+
NUR 409	Therapeut Interven 5	6.00	6.00	B-
NUR 410	Professionl NurMgmt	3.00	3.00	B-

Term GPA:	Term Total:	Attempt	Earn
3.000		12.00	12.00

Cumulative Totals

	Cum GPA:	Cum Total:	Attempt	Earn
	3.577		120.00	120.00
Transfer	Cum GPA: 0.000	Transfer Total: 0.00	0.00	0.00
Comb	Cum GPA: 3.577	Comb Total: 120.00	120.00	120.00

End of Official Undergraduate Transcript

PRINTED COPY PRINTED COPY

PRINTED COPY PRINTED COPY

Yvette Rosario



LEHMAN COLLEGE

Official Graduate Transcript

PRINTED COPY PRINTED COPY

Name: **Beatriz Caro-Madera**
 Student ID: [REDACTED]

Print Date: 05/18/2021
 SSN: [REDACTED]
 Birthdate: [REDACTED]

Send To: CT STATE DEPARTMENT OF HEALTH
 410 CAPITOL AVENUE
 HARTFORD, CT 06134

Adult Health Nursing Major					
Regular Academic Session (08/27/2012 - 12/21/2012)					
Course	Description	Attempt	Earn	Grd	
NUR 749	Nur Pract: Topics	6.00	6.00	A	
NUR 787	Adv Prof Seminar	3.00	3.00	A	
Term GPA: 4.000		Term Total: 9.00		9.00	

Cumulative Totals					
		Attempt	Earn		
Cum GPA:	3.909	Cum Total:	43.00	43.00	
Transfer Cum GPA:	0.000	Transfer Total:	0.00	0.00	
Comb Cum GPA:	3.909	Comb Total:	43.00	43.00	

Degrees Awarded

Degree: Master of Science
 Confer Date: 01/31/2013
 Plan: Adult Health Nursing

End of Official Graduate Transcript

Beginning of Graduate Record
 2011 SP

Adult Health Nursing Major					
Regular Academic Session (02/01/2011 - 05/31/2011)					
Course	Description	Attempt	Earn	Grd	
NUR 600	Biostats Hlth Rsrch	4.00	4.00	A	
NUR 720	Advanced Nur Practice	3.00	3.00	B	
NUR 723	Applic Promot Stratgs	3.00	3.00	A	
Term GPA: 3.700		Term Total: 10.00		10.00	

2011 SU

Adult Health Nursing Major					
Regular Academic Session (06/01/2011 - 08/15/2011)					
Course	Description	Attempt	Earn	Grd	
NUR 767	Advanced Pharmacology	3.00	3.00	A	
NUR 773	Adv Health Assessment	3.00	3.00	A	
Term GPA: 4.000		Term Total: 6.00		6.00	

2011 FA

Adult Health Nursing Major					
Regular Academic Session (09/01/2011 - 12/31/2011)					
Course	Description	Attempt	Earn	Grd	
NUR 721	Essnt Of Clinical Res	3.00	3.00	A	
NUR 738	Adulthealth Nursing I	6.00	6.00	A	
Winter (01/03/2012 - 01/23/2012)					
Course	Description	Attempt	Earn	Grd	
NUR 726	Hlth Plan&Pol Devel	3.00	3.00	A-	
Term GPA: 3.925		Term Total: 12.00		12.00	

2012 SP

Adult Health Nursing Major					
Regular Academic Session (01/27/2012 - 05/24/2012)					
Course	Description	Attempt	Earn	Grd	
NUR 739	Adulthealth Nursing2	6.00	6.00	A	
Term GPA: 4.000		Term Total: 6.00		6.00	

2012 FA

Yvette Rosario

May 30, 2021

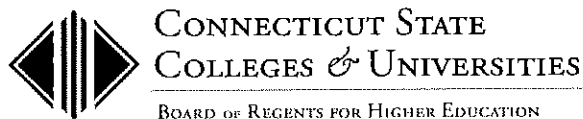
Dear Board of Examiners for Nursing Members:

The nursing program at Gateway Community College acknowledges that the program first-time NCLEX-RN pass rate for the period May 1, 2020 to April 30, 2021 is below the required 80% standard. In response to the result, the nursing director and faculty reviewed data related to the graduate cohort and developed a corrective action plan to improve the NCLEX-RN pass rate. Attached are the findings of the data analysis and a corrective action plan for your review.

It is our hope that the board members will consider the mitigating factors surrounding the nursing graduate cohort that took the NCLEX-RN examination during this timeframe. Graduates were met with numerous obstacles related to the COVID-19 pandemic. As students in the last semester of the nursing program, didactic and clinical learning, along with testing, were transitioned to an online environment for the final eight weeks of the program. Students were also dealing with personal challenges such as caring for ill family members, acting as teachers for their children, and working increased hours at their place of employment. In addition to those challenges, the NCSBN implemented the following modifications to the examination and testing environment due to the pandemic:

1. The number of slots at testing centers decreased due to social distancing restrictions.
2. Candidates were required to wear face masks at the testing center.
3. The minimum number of test items decreased from 75 to 60 and the maximum number of test items decreased from 265 to 130.
4. The maximum testing time decreased to 4 hours.

Each one of those factors may have contributed to the decline in the first-time NCLEX-RN pass rate for this nursing graduate cohort.



Education That Works For a Lifetime

Connecticut Community College Nursing Program

Nursing

Gateway Community College

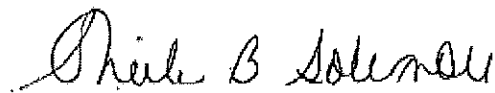
20 Church Street
New Haven, CT 06510
203.285.2000
www.gatewayct.edu

The GCC Nursing Program has maintained a first-time NCLEX-RN pass rate well above the required 80% since the program was first established in 2002. In reviewing the first-time pass rate for the three years prior to 2020, the pass rate was 91% for 2017-2018, 91% for 2018-2019, and 88% for 2019-2020. The three-year NCLEX-RN pass rate average for this timeframe is 90%. If the program is evaluated based on the three-year timeframe 2018-2020, the programs' first-time pass rate average is 85%, which includes the 2020 pass rate of 76.4%. This percentage is above the minimum required 80% first-time NCLEX-RN pass rate.

I ask that the board members consider the unprecedented events of this past year related to the COVID-19 pandemic and the extenuating circumstances that this nursing graduate cohort was subjected to in taking the NCLEX-RN examination when determining compliance with the Regulations of Connecticut State Agencies, Section 20-90-47 (b) (2) (A), and the approval status of the GCC Nursing Program.

Thank you for your time and consideration. I look forward to discussing this further with the board members at the June 16 meeting.

Sincerely,



Sheila Solernou, EdD, MSN, RN
Division Director, Allied Health and Nursing



Education That Works For a Lifetime

Connecticut Community College Nursing Program

Capital Community College • Gateway Community College • Naugatuck Valley Community College
Northwestern Connecticut Community College • Norwalk Community College • Three Rivers Community College

Gateway Community College

NCLEX-RN Pass Rate Corrective Action Plan 2021

Introduction:

During the fall 2020 semester, the May 2020 nursing graduates were contacted by email to obtain initial data on the NCLEX-RN pass rate. Based upon unofficial data collected, the program determined that the first-time NCLEX- RN pass rate was most likely below the required 80%. This was confirmed by the April 2020-September 2020 NCLEX® Program Report from Mountain Measurement, Inc. that indicated a first-time NCLEX pass rate of 76%. Based on the data, the nursing director and faculty proactively developed and implemented a corrective action plan to address the declining NCLEX-RN pass rate. The following actions were implemented:

- Review data of students who failed NCLEX and assess for correlations among variables such as overall GPA, nursing GPA, ATI Comprehensive Predictor score, readmission status, and advanced placement status.
- Review the initial data from the NCLEX® Program Report from Mountain Measurement, Inc. to determine areas for improvement.
- Contact students who failed the examination to obtain anecdotal data on the reason for failure.
- Include the score of the ATI Comprehensive Predictor as a component of the final course grade in NUR 225 (spring 2021). NUR 225 is an 8-credit nursing course in the final semester of the program.
- Implement additional remediation strategies for high-risk students as identified by the ATI Comprehensive Predictor score.
- Purchase additional NCLEX Review products for the 2021 senior class cohort.

Data:

Graduate Cohort: May 2020

Failures: 21/88 students

Readmits: 8/21- 38%

Advanced Placement: 1

GPA:

GPA Scale	Overall GPA	Nursing GPA
2.00 – 2.32 (C)	0	4
2.33 – 2.66 (C+)	2	14
2.67 – 2.99 (B-)	4	1
3.00 – 3.32 (B)	14	2
3.33 – 3.66 (B+)	1	0

ATI Comprehensive Predictor Results:**Adjusted Group Score: 64.0%****National Mean: 71.2%**

Predicted Probability of Passing NCLEX	Number of Students	Number of Students Who Failed
99%	2	
98%	1	
95% - 97%	3	
90% - 94%	5	
85% - 89%	8	
80% - 84%	12	2 students- scores of 67.3 - 68.7%
70% - 79%	13	4 students- scores of 64.7 – 66.7%
60% - 69%	10	
50% - 59%	10	4 students- scores of 60.7 – 62%
40% - 49%	5	3 students- scores of 59.3%
30% - 39%	7	2 students- scores of 56.7 - 57.3%
1% - 29%	14	6 students- scores of 42.0 – 56.0%

Correlations:

Nursing GPA	ATI Score 42% - 56%	ATI Score 56.7%- 57.3%	ATI Score 59.3%	ATI Score 60.7% - 62%	ATI Score 64.7% - 66.7%	ATI Score 67.3% - 68.7%	Readmission
2.00 – 2.32 (C)	1		1	2			4
2.33 – 2.66 (C+)	4	2	2	2	2	2	4
2.67 – 2.99 (B-)	1						
3.00 – 3.32 (B)					2		

Summary:

The data show that 67% of graduates who failed the NCLEX-RN exam had a nursing GPA of 2.33 – 2.66 (C+). The majority (71.4%) of graduates scored between 42%-62% on the ATI Comprehensive Predictor examination, which has a 1%-59% predicted probability of passing the NCLEX-RN examination. Of those graduates, the highest percentage (40%) of student scores on the ATI Comprehensive Predictor exam are between 42% – 56%, which has a 1% - 29% predicted probability of passing the NCLEX-RN examination. The majority (71.4%) of graduates who scored between 42%-62% on the ATI Comprehensive Predictor examination had a nursing GPA of 2.33 – 2.66 (C+). Of those graduates who failed the NCLEX-RN examination on the first attempt, 38% were students who were readmitted to the program after they failed once or multiple times. Of those eight students who were readmitted, four (50%) were readmitted multiple times; two were readmitted twice and two were readmitted three times to the program.

Reasons for Failure as Stated by Student:

Only 6 of the 21 graduates contacted by email responded for a response rate of 28.5%.

Reason	Number of Students
High anxiety	6
Difficulty with Pharmacology Section	2
Didn't study enough	3
Medical Issue	1

English Language Learners:

7/21 (33.3%) self-identified as English Language Learners

Second Time NCLEX-RN Pass Rate:

11/21 (52.4%) students passed on the second attempt.

Data from the NCLEX® Program Report from Mountain Measurement, Inc:

The nursing director and faculty reviewed the results of the April 2020 – March 2021 NCLEX® Program Report from Mountain Measurement Inc. at the Planning and Evaluation meeting on May 26, 2021. The data indicate a 10% or more decrease in the scores in the following categories: Health Promotion and Maintenance, Pharmacological and Parenteral Therapies, and Physiological Adaptation. The faculty developed strategies to address the areas in need of improvement which are outlined in the following correction plan chart.

Gateway Community College NCLEX Improvement Correction Plan 2021

Cohort	Correction Plan	Timeframe for Implementation	Data	Activities
May 2021 Graduates	1. Include ATI Comprehensive Predictor score as a weighted percentage in NUR 225 course grade.	January 2021	Score on ATI Comprehensive Predictor added to the NUR 225 grading criteria rubric weighted at 7.5% of final grade. 10 students attained a score of 60-62.5% (minimum proficiency). Points attained: 7.5%- 48 7.0%- 7 6.0%- 8 5.0%- 5 4.0%- 6 3.0%- 2 2.5%- 14 0%- 1	Meet with each student who scored 60-62.5% to develop remediation study plan.
	2. Include ATI Practice exams as weighted percentage in NUR 225 course grade.	January 2021	8 ATI Practice exams added to the NUR 225 grading criteria rubric weighted at 2.5% of final grade. Score of 80% required on the ATI Practice exams. Points attained: 2.5%- 81 2.1%- 6 1.8%- 1 1.5%- 3	Continue to include ATI Practice exams as a component of the NUR 225 course grade.
	3. Purchase additional NCLEX Review courses for NUR 225 students.	April- May 2021	91 subscriptions of the NCSBN 3-week NCLEX Review course and the ATI Virtual NCLEX RN/BoardVitals purchased using grant funds.	Subscriptions distributed to students in April and May to activate prior to or after graduation.
	4. Monitor first time pass rate of cohort.	July 2021 – ongoing		
	5. Review NCSBN NCLEX Program Report for trends and implement programmatic revisions to address areas of weaknesses.	November 2021 and May 2022		

Cohort	Correction Plan	Timeframe for Implementation	Data	Activities
May 2022 Graduates	1. Identify continuing students who are high risk students (defined as: previous final course grade of 74-78 and ELL).	July 2021 & December 2022		
	2. Implement the referral process on all identified high-risk students to develop a success plan.	August 2021- May 2022		
	3. Incorporate the ATI practice exams into NUR 220 and NUR 225 as a weighted percentage of the course grade.	August 2021- May 2022		
	4. Explore the purchase of an institutional subscription of UWorld NCLEX-RN	August 2021		
	5. Revise the assignment in NUR 226 to address area of Health Promotion & Wellness	January 2022		
	6. Add Pharmacology section to the Blueprint for each exam.	August 2021		

Cohort	Correction Plan	Timeframe for Implementation	Data	Activities
May 2023 Graduates	1. Integrate ATI Practice exams into NUR 120 as a weighted percentage of the course grade.	August 2021		
	2. Administer ATI Critical Thinking exam to all incoming freshmen students.	August 2021		
	3. Review results of ATI Critical Thinking exam with faculty to identify high risk students.	August-September 2021		
	4. Explore the purchase of an institutional subscription of UWorld NCLEX-RN	August 2021		
	5. Offer study and test-taking strategy workshops throughout the semester, in addition to the freshmen workshops.	September 2021-May 2022		
	6. Add Pharmacology section to the Blueprint for each exam.	September 2021-May 2022		

Norwalk Community College (NCC)

NCLEX Improvement Corrective Action Plan 2021

Submitted by: Ezechiel Dominique, DNP, MSN, CNE, RN, Division Director- Allied Health & Nursing

Introduction:

Data such as course grades, final grade, and scores from the ATI Comprehensive Predictor from the class of 2020 were examined for trends. The following was obtained:

During September of 2020, graduates were contacted to generate data on the NCLEX-RN pass rate. Based upon the data collected, the NCLEX pass rate for first-time takers reflected 52 students passed and 9 students unsuccessful (a passing rate 85.2%), with results pending on 11 and 3 unknowns. This information was presented to faculty at the Nursing Department Division meeting on October 6, 2020. Proactively, the nursing director, chair of nursing and faculty initiated the process of developing a corrective action plan to address the declining NCLEX-RN pass rate. Some of the action items in the plan are based on data from the NCSBN NCLEX-RN Program Report, feedback from faculty, current students, and ATI comprehensive predictor results from May 2020.

The following reflects the initial NCLEX-RN Improvement Correction Plan:

- Review data of students who were unsuccessful with NCLEX and assess for correlations among variables. Data to be reviewed: course grades, ATI Comprehensive Predictor score, TEAS score, participation in NCLEX Review Course, rank/random admission selection (rank/random, readmit, internal or external transfer, LPN), English Language Learners (ELL) and NCSBN Report.
- Contact students who failed, to obtain anecdotal data on the reason for failure.
- Incorporate Caputi Student Self-Checklist for NCLEX Success into end-of-semester advisement sessions. Identify high-risk students and offer additional tutoring.
- Make sure students took practice assessments and completed remediation for a small percentage of final grade.
- Implement Virtual Simulation to assist with clinical experiences due to hospital clinical hours lost due to pandemic and to increase clinical judgement and decision-making.

In mid-October of 2020, the programs' data collection of NCLEX-RN pass rates revealed a pass rate of 78.08% (16 failures) and 2 with results still pending. At that time course unit exams were evaluated to compare to NCSBN testing plan. Select all that

apply questions were examined and percent given were evaluated. Discussions related to the improvement of the NCLEX-RN pass rate continued throughout the spring semester culminating in the final version of the NCLEX Improvement Correction Plan at the program's May Planning and Evaluation meeting. The correction plan was designed using a three-prong approach that outlines strategies for the May 2021 cohort, the May 2022 cohort, and the student body for fall 2021. The framework identifies specific objectives, person responsible, timeframe for implementation, outcome indicators, and data.

Mid-April to May 2021, Virtual-ATI NCLEX review, is a 12-week access to interactive online review resources to prepare nursing graduates for NCLEX success.

Mid-May to July 2021, 2021 NCLEX Mentoring Summer Program, each student assigned a mentor to help them prepare to take the NCLEX.

NCLEX-RN Improvement Correction Plan

NCLEX-RN Testing Timeframe: May 1, 2020 – April 30, 2021

Graduate Cohort: May 2020

First-time Pass Rate: 77.63%

May 2020 Cohort Data:

Cohort Admit Status (Rank, Random, Waitlist): Total 607 students in CT-CCNP Accepted Pool

- Rank and waitlist status
- Rank range: 273 – 655 (3 students)
- 6 LPN's (3 readmit students)
- 6 Readmits
- 1 student from May 2018 Cohort (readmit student)
- 1 student from May 2019 Cohort (readmit student)

English Language Learners (ELL): English is not their primary language

- *4 of 17 (23.5%) students who failed the NCLEX were identified as English Language Learners (ELL). 3 of 17 students who were unsuccessful were identified as ELL and LPN admits.*

ATI Comprehensive Predictor Score Cohort 2020 (15 students), 1 Student from Cohort 2018 and 1 from 2019:

Test Score	Predicted Probability of Passing NCLEX	Number of Students	Number of Students Who Failed
36.0 - 62.0	1 - 59%	15	7
62.7 - 64.0	60 - 69%	9	3 (1 from 2018 cohort)
65.3 - 66.7	70 - 79%	9	2
67.3 - 68.7	80 - 84%	12	1 (2019 cohort)
69.3 - 70.7	85 - 89%	8	1
71.3 - 74.0	90 - 94%	11	2
74.7 - 85.3	95 - 99%	11	1

- Highest number of students predicted to fail and highest number of students who did fail scored in the 36.0-62.0 range (7 students) on the ATI Comprehensive Predictor Test.
- 3 of the 7 who failed in the 36.0-62.0 range were ELL students and of the remaining 4, 3 were readmits.
- 1 student from 2018 Cohort test score 62.0.
- 1 student from 2019 Cohort test score was 68.0.

Final GPA:

GPA	Number of Students
2.0 - 2.49	1
2.5 – 2.99	12
3.0 – 3.49	4

Reasons for Failure as Stated by Students:

Reason	Number of Students
High anxiety	3 out of 17
Worked full-time	4 out of 17
Did not t study enough	15 out of 17
Language (ELL)	4 out of 17
COVID/ Illness	2 out of 17
Family/personal issues	2 out of 17
Traveled out of State for exam	2 out of 17
Vacation	2 out of 17

Norwalk Community College NCLEX Improvement Correction Plan 2021

Cohort	Objectives	Person Responsible	Timeframe for Implementation	Outcome Indicator	Data
May 2020 Graduates:	1. Contact graduates who failed the NCLEX-RN on first attempt to discuss reason for failure and readiness for exam (indicated by attendance at NCLEX-RN Review Course and study plan).	Nursing Director Nursing Advisor Nursing Chair	September 2020 to October 2020	Reason for failure and assessment of readiness documented in database.	15/17 (88%) number of graduates responded. Data entered into database.
	2. Aggregate data to assess for common variables/themes.	Nursing Director Nursing Chair	October 2020 to May 2021	Data aggregated for common variables and themes.	Significant Raw Data- <ul style="list-style-type: none"> • 41% of students who failed scored in the 36.0-62 range on the ATI Comprehensive Predictor Test. • 24% ELL students Student Response-Common Variables: #1- high anxiety (18%) #2- worked FT (24%) #3- did not study enough (88%) #4- ELL (24%) #5- COVID/Illness (12%)
	3. Schedule follow-up meetings for the three students who still need to retake exam to review study plan and determine weak areas/obstacles to success.	Nursing Director Nursing Chair	June 2021 to August 2021	Follow-up meetings will be scheduled.	

Cohort	Objectives	Person Responsible	Timeframe for Implementation	Outcome Indicator	Data
May 2021 Graduates:	4. Administer ATI Comprehensive Predictor Test (CPT) to senior class in spring 2021 and evaluate results to identify high-risk students. High-risk determined by predicted probability of <80% on CPT.	Nursing Director Nursing Faculty Nursing Chair	May 2021	100% students complete ATI Comprehensive Predictor Test. High-risk students identified.	100% students (79) took exam. 3% students (3) failed the class 76 students graduated CPT summary table indicates 35/76 (46%) students below 80%. 100% took ATI Live Review Class.
	5. Virtual-ATI NCLEX review, is a 12-week access to interactive online review resources.	Nursing Director Nursing Faculty Nursing Chair	May 2021 to July 2021	100% students complete Virtual-ATI NCLEX review	
	6. 2021 NCLEX Mentoring Summer Program, each student assigned a mentor to help them prepare to take the NCLEX.	Nursing Director Nursing Faculty Nursing Chair	May 2021 to July 2021	100% students complete NCLEX Mentoring Summer Program	
	7. Obtain NCLEX study plan from each graduate.	Nursing Director Nursing Faculty Nursing Chair	June 2021 to July 2021	100% graduates submit a NCLEX-RN study plan Follow-up plan for each graduate developed based on study plan submitted.	
	8. Schedule meetings with high-risk students (defined as - final GPA of <2.5, and/or final grade in NUR*225 of 74-78, predicted probability % of <80% on ATI CPT, no study plan submitted) to assess and	Nursing Advisor Nursing Director Nursing Chair	June 2021 to July 2021	Meeting scheduled, study plan and progress documented.	

Cohort	Objectives	Person Responsible	Timeframe for Implementation	Outcome Indicator	Data
	evaluate study plan and progress.				
May 2021 Graduates: continued	9. Monitor first time pass rate of cohort.	Nursing Director	July 2021– ongoing November 2021 (NCSBN)	First time pass rate is above 80%.	
	10. Review NCSBN NCLEX Program Report for trends and implement programmatic revisions to address areas of weaknesses.	Nursing Director Nursing Faculty Nursing Chair	November 2021 and May 2022	Review of report is documented in meeting minutes. Programmatic revisions are developed and implemented.	
Current Student Body:	11. Identify incoming freshmen level high risk students (self-identifies as ELL, TEAS score of <60) failing grade on test #1). Identify continuing students who are high risk students (defined as: previous final course grade of 74-78 and ELL).	Nursing Director Course Leaders Nursing Advisor	September 2021	High risk students identified by cohort.	
	12. Communicate the list of students to the course leaders and the Nursing Advisor.	Course Leaders	September 2021	List of high-risk students provided to each course leader and Nursing Advisor.	
	13. Implement the referral process to the Nursing Advisor on all identified high-risk students to develop success plan (assessment of study and test-taking skills, time/life management, work schedule, etc.).	Course Leaders Nursing Advisor	September 2021	Meetings of high-risk students and Nursing Advisor scheduled. Success Plan developed and documented on each identified student.	

Cohort	Objectives	Person Responsible	Timeframe for Implementation	Outcome Indicator	Data
Current Student Body: Continued	14. Schedule monthly meetings of high-risk students with the Nursing Advisor to assess and evaluate success plan.	Nursing Advisor	September 2021	Meeting schedule documented along with documentation of student progress.	
	15. Require that students who fail a test receive a referral to the Nursing Advisor and/or faculty member to remediate, and review and/or revise study and test-taking strategies.	Nursing Advisor Nursing Faculty	September 2021	Referral process for remediation is instituted and documented on all students who fail a test.	
	16. Complete a Test Analysis Worksheet on each student who fails a test (adapted from the Loma Linda University School of Nursing).	Nursing Advisor	September 2021	Completed worksheet on students reflect suggestions to improve test performance.	
	17. Offer additional content tutoring/review sessions for students in each nursing course. Sessions to be offered prior to each test and facilitated by faculty.	Nursing Faculty	September 2021	Tutor sessions offered and dates/times documented.	
	18. Require "Nursing school Success workshop at orientation for the Beginning Nursing	Course Leaders Nursing Advisor	July and August 2021	100% student's attendance.	

Cohort	Objectives	Person Responsible	Timeframe for Implementation	Outcome Indicator	Data
Current Student Body: Continued	19. Offer study and test-taking strategy workshops throughout the semester, in addition to the Nursing school success workshop. Administer survey to students on satisfaction and effectiveness of workshops.	Nursing Advisor	September 2021	Workshops dates are posted in nursing courses on Blackboard. Survey data on workshops indicates satisfaction and effectiveness levels of 3.0 or higher (Likert scale of 1-4).	



**Sacred Heart
UNIVERSITY**

ST. VINCENT'S COLLEGE

May 25, 2021

To: Connecticut Board of Examiners for Nursing

Topic: St. Vincent's College Corrective Action Plan in response to the current NCLEX first-time pass rate of 76.60%.

Respectfully submitted by:

Rosemarie Baker, DHEd, MSN, MBA, RN
Associate Professor and Chair, Associate Degree Nursing

Maryanne Davidson, DNSc, MSN, APRN, CPNP
Dean, St. Vincent's College

Introduction

The St. Vincent's College/Sacred Heart University (SVC) Dean, Chair of the Associate Degree Nursing Program, and Associate Degree Faculty met on several occasions to analyze and discuss the recent performance of first-time NCLEX-RN testers who scored below the standard cutoff of 80%. Bulleted below is a list of global concerns experienced by the cohort of graduates who tested. These issues and challenges are presented here to serve as the foundation for the corrective action plan which also follows.

May 2020 Cohort Issues/Challenges

- St. Vincent's College (SVC) transitioned from an independent college to a college within Sacred Heart University (SHU).
- Significant faculty turnover the summer of 2018 - approximately 50% of SVC faculty transitioned to SHU and fifty-percent were newly hired.
- Newly hired Chair of Nursing July 2018.
- Four (4) faculty since 2018 have not had their contracts renewed due to teaching performance issues. Faculty continue to assimilate to new expectations of the faculty role at SHU.
- TEAS requirement of 56% was in place for students admitted for Fall 2018 and Spring 2019.
- Admission requirements were changed in Summer 2017 from the allowance for only one repeated attempt for all general education courses, including math and science courses, to unlimited attempts; TEAS score was changed from an admission requirement to a requirement for matriculation in NUR 101; the admissions process was changed from a system whereby students were selected for admission based on a point system (including SAT or ACT scores or intermediate algebra) to rolling admissions whereby admission is



determined by one counselor evaluating GPA as the primary admission requirement; a required B- in A&P I and II was changed to a C+ for nursing students taking A&P at SHU.

- Students were allowed/encouraged to take core courses - including math courses - online at other institutions (for example Portage Learning).
- Notification received by the Chair in March 2019 that SVC would have a full re-accreditation visit 1 year earlier than originally scheduled which required a re-shifting of priorities and the full attention by the Chair to write and submit the self-study (actual visit September 2019; expected visit was September 2020).
- COVID-19 adjustments for Spring 2020 semester included one-time changes:
 - Passing grade for NUR courses decreased from 80 to 77 allowed some students to progress who normally would not have done so
 - Allowance for selected course repeats that would have resulted in dismissals pre-COVID resulted in some academically weaker students progressing into the next semester
 - Online vs on-ground course options
 - 2nd half of Spring 2020 – unavoidable change to remote testing left the door open for suspected cheating that could not be verified.

During the analysis process, several additional considerations were identified during the analysis process, each of which affected the final pass rate. Although neither will bring our pass rate to the 80% requirement, we believe they are worth noting:

- 1) Two (2) of the first-time testers graduated in 2017, with a four (4) year gap between graduation and testing; both tested for their first time in April 2021. There is no ability to identify what preparation, if any, either if these individuals had made to properly prepare for the NCLEX-RN. Both testers were unsuccessful.
- 2) One (1) graduate who tested in New York State entered an incorrect Program Code, therefore does not reflect on the current reported rate. That May 2020 graduate successfully tested on June 10, 2020. An error report was submitted to the Department of Public Health.
- 3) Due to the coronavirus pandemic testing changes implemented to support graduates' ability to test with as few delays as possible, the SVC graduates in 2020 did not experience significant delays. 53.76% tested within six (6) weeks of graduation; 55% tested within eight (8) weeks of graduation. Of the 20 in the May 2020 graduation cohort who were unsuccessful, thirteen (13) or 65% of those who failed tested more than eight weeks after graduation.
- 4) It is recognized that the approximate decrease by 50% in the maximum number of questions on the NCLEX-RN from 265 to 130 allowed for an increased number of graduates to test under trying conditions. However that decrease may also be considered a detriment to testers who suffered from testing anxiety throughout their



education and in effect may have inadvertently increased test difficulty for selected testers. Six (6) of the SVC graduates who were unsuccessful were known to have experienced moderate testing anxiety while in the program. It is not possible to predict whether the decreased exposure to questions helped or hurt these individuals, but arguably they may have been successful if they had received a greater number of questions allowing them more opportunity to acclimate to the stressors associated with the exam.

If the two testers from 2017 are considered as outliers, and the one successful tester who entered an incorrect program code is added, the May 2020 cohort had 73 pass of 93 graduates for a 78.49% pass rate.

Presented next are the identified issues and challenges which served to inform the corrective action plan which follows. Identified issues and challenges have been categorized as related to Faculty, Curriculum, and/or Admissions.

Corrective Action Plan: Part I and Part II

Part I: May 2020 Improvement Plan

STRATEGIES ALREADY INITIATED

- In October 2018 faculty discussed and voted to increase the TEAS score requirement for students admitted between Fall 2019 through Summer 2020 to 60%.
- In October 2019 faculty discussed and voted to further increase the TEAS score requirements for students starting Fall 2020 to 66% (based on review of national average for all Associate Degree Nursing student achievement levels).
- Starting in Fall 2019, testing was changed from paper/pencil (Scantron) to computer (ExamSoft)
- Starting in the 2019-2020 academic year, paperwork for nursing clinical assignments was revised and implemented to include clinical judgment-based questions for students to answer.
- Completed a realignment of curriculum with 2019 NCLEX-RN Test Plan to identify overlaps and gaps.
- In Spring 2019 created and filled a new position for a Student Success Coordinator.
- In Spring 2019 began a peer tutoring program for 1st and 2nd semester students.
- Effective Spring 2020, Virtual ATI participation was mandated during the final 6 weeks of NUR 270 (participation counted as a weekly portion of NUR 270 grade).
- Held 3-day NCLEX-RN Live Review during the week prior to final exams; attendance of all 4th semester students was mandated starting in Spring 2020.



Sacred Heart UNIVERSITY

ST. VINCENT'S COLLEGE

- Starting with the Fall 2020 admissions cycle, changed required core course from Introduction to Sociology to Critical Thinking.
- All nursing students are now required to take Math 105 (Math for Healthcare) at SHU.
- Faculty developed and approved an “Academic At-Risk” advising form to be used by all course faculty and advisors in an effort to identify students at risk.

Part II: May 2021 Improvement Plan

STRATEGIES PLANNED/BEING DEVELOPED FOR ROLL-OUT

We conducted a literature review to identify best practices for improving NCLEX-RN pass rates; key articles were distributed to all full-time faculty in advance of a scheduled planning meeting to develop the corrective action plan. The contents of the plan can be sorted into three areas: Faculty, Curriculum, and Admissions Criteria and Processes.

FACULTY

- All full-time faculty are being required to complete *Test Development and Item Writing* CE course (17.5 contact hours) through NCSBN.org prior to Fall 2021 to improve test quality and rigor and to better align with NCLEX standards.
- Planned 2-day faculty development in August 2021: Day 1 on test development and alignment with SLOs; Day 2 on test analyses – to be conducted in partnership with ExamSoft psychometrician consultants.
- Planning underway for additional faculty development specific to clinical adjunct and full-time faculty to ensure continuation of didactic rigor in clinical setting (formulating improved clinical judgment questioning, enhancing clinical post-conference learning activities, etc).
- A standardized NUR 101 Clinical Faculty Toolkit being developed with structured learning activities that are aligned with syllabus and lab schedules to be included as part of planned post-conference.
- Faculty meetings will be increased from monthly to bi-weekly with increased emphasis on students’ performance/scaffolding learning, teaching methods, and managing/advising at-risk students.
- All faculty will have one in-class and one lab/clinical evaluation per year conducted by the chair or the dean.
- All adjunct faculty will be evaluated in the clinical site, a minimum of one time per academic year, by their respective faculty course leaders.

CURRICULUM

- FlexLearn, a curriculum redesign to enhance the online delivery of course content for on-ground delivered courses, which has been shown to engage adult learners in a more interactive



Sacred Heart UNIVERSITY

ST. VINCENT'S COLLEGE

format, implementation starting Fall 2021 and a transitioned roll-out. Faculty training began in Spring 2021 and will continue during Summer 2021 with support from the SHU Center for Excellence and Innovation in Teaching (CEIT) experts to be maintained year-round.

Fall 2021: FlexLearn start with NUR 101

Spring 2022: FlexLearn start with NUR 123 and NUR 124; continue with new NUR 101

Summer 2022: FlexLearn continue with NUR 123 and NUR 124

Fall 2022: FlexLearn start with NUR 230 and NUR 231; continue with NUR 101

Spring 2023: FlexLearn start with NUR 232 and NUR 270; continue with NUR 101, NUR 123, and NUR 124.

All semesters/terms after Spring 2023 – to continue with FlexLearn integration and tweaking

- The Chair, Outcomes Committee, and full nursing faculty will complete each semester thorough review and analysis of ATI (standardized) proctored exam reports and semi-annual Mountain Measurements report data to identify cohort strengths and weaknesses.
- Starting in Fall 2021, the passing grade scale for nursing courses will change from a 1-step approach [80% (79.5%) inclusive of all weighted assignments/course] to a 2-step process [(1) the average of all course examinations, including the final exam, must be 77% (76.5%) or higher; those students with an exam average below 77% will fail the course; (2) for all students with a test average of at least 77%, all remaining weighted assignments will be computed in to determine the final course grade. (This approach aligns with the Davis & Henley College of Nursing undergraduate nursing program at SHU's grading for nursing students).

STUDENTS/ADMISSIONS

- 2-day Boot Camp for incoming NUR 101 students to start August 2021. Includes study skills, test taking strategies, time management, stress management, orientation to computer programs, math tutoring, and introductions to Student Success Coordinator and Jandrisevits Learning Center resources.
- Addition of Associate Dean for Student Success and Engagement. Anticipated start date of 7/1/2021. Responsibilities of this position include: work with faculty to strengthen advising, interact with and counsel high-risk students, progression tracking, identification and continuous improvement of interventions to counter student barriers to success, liason with all student support services at the university to develop and strengthen services for SVC students



ADDITIONAL STRATEGIES UNDER CONSIDERATION

FACULTY

- Specific criterion for test question construction will be developed to be followed by all faculty.
- Development and introduction of Test Blueprint and Test Analysis Report to integrated into testing policy for faculty.
- Development of a Nursing Faculty Testing Committee to review and approve all faculty-created exams.
- All exam data and analyses will be reviewed by the Chair prior to faculty posting of grades in all courses and for all exams, including ATI exams.

CURRICULUM

- Review of content areas taught in courses: revisions in process (Cardiac, Respiratory, Endocrine, Fluid & Electrolytes, Renal, Emergency/Disaster Nursing, GI, Hem-Onc, Musculoskeletal, Sensory, Skin).
- Proposal to be presented to faculty: Fully integrate Virtual NCLEX-RN (VATI) program in NUR 270 with course requirement to include student earned “green light”. Students who do not complete VATI and earn the “green light” to take the NCLEX-RN by the end of the course will receive an “I” for the course. Students will be able to walk at graduation but will not receive a diploma or be able to register for the NCLEX until the “green light” is achieved and course completed.

STUDENTS/ADMISSIONS

- Admissions to be changed from rolling admissions to a structured two time a year admission process with set application dates, notification, and deposit deadlines.
- TEAS score and attempt criteria to be an admission criterion rather than a pre-requisite to enrollment in NUR 101
- Faculty are researching and considering the number of TEAS attempts allowed to achieve the passing grade and establish an acceptable time frame for TEAS testing
- Students may have no more than 1 repeat in any pre-requisite course including math and science courses. Fall start students must have a grade of C+ or better (if taken at SHU) or a B- or better if taken at another institution for all math and science courses; Spring start students must have a B- or better in A&P 1 and A&P 2, and have completed microbiology with a B- or better prior to starting the spring accelerated program.
- Minimum cumulative GPA for applicants to be computed based only on math and science grades



**University of
Bridgeport**
School of Nursing

May 28, 2021

Helen M. Smith, RN, MSN
Nurse Consultant
Practitioner Licensing & Investigations Section
Healthcare Quality & Safety Branch
Department of Public Health
State of Connecticut

Dear Ms. Smith;

I have reviewed the NCLEX results that I received on May 3, 2021 and the 69 students that graduated last year and took their licensing exam in the State of Connecticut is the correct list of students. This was the first graduating class for the University of Bridgeport School of Nursing and the students went into the senior year anticipating a rigorous testing review and practicum placement. When the campus shut down after spring break, 50% of the students were unable to do their practicum hours in person, and the School did not have the testing software in place to adequately proctor the final ATI tests last spring.

The seniors last year did not take the ATI Comp Predictor as part of NURS 358 because there was no way to remotely proctor it. Proctorio was not available until after the semester ended. We offered the ATI Comp Predictor to all the seniors after the semester ended, but only a small number of them took advantage of it. Also, only half of the seniors had in person clinical the first half of the semester due to COVID-19. The half of the seniors who did not have in person clinical, did the ATI virtual clinical scenarios to get their clinical hours completed. They did have the ATI NCLEX-RN Live Review via Zoom.

The School of Nursing has instituted several processes that I hope will support this year's graduating students:

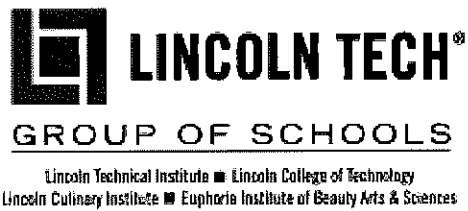
- 1) The BSN class of 2020 was admitted to the BSN program with a required minimum GPA of 2.75. It was raised to the 3.00 the following year for the class of 2021.
- 2) We purchased Proctorio so that all the ATI specialty exams were able to be given remotely.
- 3) With clinical placements capped at groups of 6 students/ faculty, clinical faculty were able to provide focused guidance with their students in clinical and the senior students were able to finish the semester with 168 on site clinical practicum hours.
- 4) We purchased a 90-day subscription for the entire senior class of UWorld (NCLEX test prep software) to use this spring as they took their final capstone/ practicum course.
- 5) We instituted reviews of pharmacology and nutrition as they were identified as content area weaknesses.
- 6) We are switching from ATI to Nurse Think as our standardized testing software and threading clinical judgement and NextGen NCLEX style test questions throughout our curriculum.
- 7) We continue to maintain standards of C+ or higher for passing in all math, science, and nursing courses.
- 8) Areas that we will review and assess are a minimum entrance score for the TEAS exam, working with academic support services to create a more formalized tutoring/ academic support service for the BSN students, and have faculty participate in test taking strategy workshops as we move forward with NextGen NCLEX.

Thank you for the opportunity to share our plans as we further develop and refine our curriculum to ensure academic success of our BSN students.

Sincerely,

Linda D. Wagner

Linda D. Wagner, EdD, MSN, RN
Director, School of Nursing
Associate Professor
University of Bridgeport



May 28, 2021

Patricia Bouffard D.N.Sc., RN
Chair, Board of Examiners for Nursing
Department of Public Health
410 Capitol Avenue
PO Box 340308 - MS#13 PHO
Hartford, CT 06134-0308

Dear Dr. Bouffard,

In March of 2020, the Lincoln Technical Institute (LTI) Shelton nursing program made the unavoidable decision to remove students from the classroom and clinical setting due to the COVID-19 pandemic. Student demographics played a key factor as most students work regular hours in their respective communities, have young families at home, while pursuing their educational goals. Faculty, administration, and students faced difficult decisions regarding providing care to their families, working, and having adequate time to devote to their studies. These challenges contributed to Shelton's low NCLEX-PN 2020-2021 scores.

Upon review of the program's low NCLEX-PN outcomes, multifaceted variables were identified as potential causes for Shelton's below benchmark scores. The following information provides the identified problem areas with appropriate corrective actions that will be or have been taken.

- Nursing faculty did not adequately utilize the systematic program evaluation process to evaluate and analyze student's academic progression in predicting NCLEX-PN pass rates and develop appropriate actions based upon the analysis.
 - A faculty meeting was held on May 17, 2021 to discuss Shelton's 2020-2021 NCLEX-PN pass rates and elicit initial faculty feedback on methods to improve NCLEX scores.
 - An in-depth analysis of Shelton's nursing curriculum delivery was presented to the nursing faculty by campus administration for discussion. ATI Group Reports and Mountain Measurement reports were utilized to lead the discussion.
 - Resumption of Faculty Professional Days - A Faculty Professional Development day will be planned every 6 months for both day and evening faculty.
 - Within the next month, all faculty will attend an ATI training to ensure comprehensive understanding of the ATI resources available and to ensure the faculty are optimally utilizing ATI within the curriculum.
 - Within the next month, all faculty will attend an Elsevier training session to review Elsevier Adaptive Quizzing (EAQ), Sim Chart, and other available resources with a focus on integration, utilization, and evaluation of the resources available.
 - Identify faculty in both the day and evening divisions to serve as ATI Champions who will work to enhance integration of the ATI program.



GROUP OF SCHOOLS

Lincoln Technical Institute ■ Lincoln College of Technology
Lincoln Culinary Institute ■ Euphoria Institute of Beauty Arts & Sciences

- A full-time License Readiness Advisor (LRA) will be employed to work with all current students and graduate student outliers. The purpose of this position will be to focus on students NCLEX readiness, work with the student to remediate individual areas of academic weakness, and support the student toward successful licensure. The LRA will also be required to be an active ATI Champion.
 - A process will be established for campus administrators to lead a review of all ATI reports of student outcomes with faculty at the completion of each module to ensure academic understanding.
 - The forum for the Outcome Assessment review will be an agenda item included during the faculty meetings at the end of each module.
-
- There were insufficient qualified clinical faculty available to hire to meet increased faculty demands. Increased clinical faculty were needed due to decreased student: faculty clinical ratios. Many clinical sites required 4:1 and 5:1 student to faculty ratios.
 - Fill vacant Full Time (FT) and Part Time (PT) positions as quickly as possible.
 - Sign on bonus of \$1500 for FT/PT faculty was established, and recently increased to \$2000.
 - Lincoln Corporate Human Resources has been ongoing and actively engaged with Shelton campus administration in securing additional hiring practices
-
- The sudden transition to the 100% remote learning environment created a challenge for faculty to master online teaching-learning strategies in a short period of time. In the immediate transition to the remote learning environment, faculty became more focused on mastering distance teaching-learning techniques, which may have distracted their focus from student outcomes.
 - At-risk students in the remote learning environment were not always properly identified by faculty and administration throughout the program. Prompt and individualized content remediation will positively impact student success.
 - Departmental leadership, in collaboration with the identified campus ATI Champions, will identify those students who have deficiencies in their standardized content exams and/or course grades, and support them academically through tutoring, ATI resources, and one-on-one meetings.
 - Student focus groups will be held quarterly, including students from each module, to obtain feedback on challenges regarding attending school.
 - NCLEX-PN result tracking calls will be held weekly and will include the Corporate Dean of Nursing and the Corporate Group Vice President, the Shelton Campus President as well as the Shelton Director and Assistant Director of Nursing.



Lincoln Technical Institute ■ Lincoln College of Technology
Lincoln Culinary Institute ■ Euphoria Institute of Beauty Arts & Sciences

- Review admission requirements:
 - Evaluate increasing the ATI TEAS entrance test from a 2-part exam to 4-part exam.
 - The school catalog allows for admission cohorts of 60 students in the Shelton campus. Moving forward, the Shelton campus is reducing new cohorts to 40 students per class. This will be reevaluated when NCLEX-PN scores are reported as significantly above benchmark.
- Students had significant delays to NCLEX-PN testing due to closure of Pearson Vue testing sites during the pandemic. Those delays created a backlog of graduates waiting to NCLEX test. Seventeen of the 48 student NCLEX failures in 2020-2021 had an average delay of 11 months post-graduation to test.
 - All licensure and NCLEX fees will be paid by the campus to avoid processing delays.
 - Addition of the License Readiness Advisor position.
- Didactic classes were frontloaded in the day program from June 1, 2020 through July 21, 2020 and in the evening program from July 20, 2020 through August 11, 2020 due to the inaccessibility of clinical sites in the early phase of the pandemic. The impact of theory and clinical instruction not being taught simultaneously resulted in a lack of integration of theory and clinical nursing knowledge.
 - Partial resumption of clinical experiences, as able, started July of 2020 for the day program and August 2020 for the evening program.
 - A Laerdal High Fidelity manikin was purchased for all Lincoln nursing programs in early spring 2021 to facilitate the student learning experience. Simulation scenarios are used concurrently with didactic content to reinforce concepts as well as to enhance the temporary 25% virtual clinical experience.
 - Nursing laboratory upgrades are being planned for all Lincoln nursing programs for budget year 2022.
 - Significant financial investment has been made by Lincoln to purchase Sim Capture Units which will provide the latest technology upgrades for the nursing laboratories. The Sim Centers will include a separate control room, debriefing areas, and the high fidelity manikin.
 - Laerdal has provided onsite faculty manikin training. The Sim Capture installation and training will coincide with the laboratory upgrades.



GROUP OF SCHOOLS

Lincoln Technical Institute ■ Lincoln College of Technology
Lincoln Culinary Institute ■ Euphoria Institute of Beauty Arts & Sciences

- Student acclimation to the remote learning environment has presented many challenges. There has been an increase in student cheating on remotely proctored exams, variations in student adjustment to the remote learning environment, inability for our students to secure adequate child care, and increased time constraints due to self and family care during pandemic.
 - Remote testing using Proctorio, Respondus monitor and Respondus lockdown browser has been suspended except for extraordinary student circumstances.
 - Students have returned residentially to complete all testing and lab skills.
 - Every attempt is being made to bring students back to campus for didactic classes while staying within state and Lincoln guidelines. The Evening program has been 90% residential since May 17, 2021, and will be 100% residential by June 21, 2021. For the day program, MOD IV is 100% residential as of May 24, 2021.
 - ATI Live Review sessions will be offered to our students free of charge. The ATI Live Reviews scheduled are as follows:
 - Graduate Outliers – June 2, 3, 4, 2021
 - Day Cohort – July 8, 9, 12, 2021
 - Evening Cohort – July 12, 13, 14, 15, 2021
 - ATI Live Review sessions will be held for all graduating cohorts
 - Add ATI Board Vitals as additional NCLEX preparatory resource for post graduate students.
 - Retrain faculty and students to use Elsevier’s EAQ resource included with the *Silvestri’s Comprehensive Review for the NCLEX-PN* book.
 - Monitor student Grade Point Average for potential grade inflation.

The Lincoln Technical Institute Shelton campus is dedicated to swiftly improving their NCLEX-PN scores. If there is any additional information needed, please feel free to contact us at your convenience.

Thank you,

Patty DeLucia, MSN, RN
Corporate Dean of Nursing, Lincoln Technical Institute

Debbie Little, EdD, RN, CNE
Assistant Corporate Dean of Nursing/Program Administrator

Anne Simko, MS, BSN, RN
Director of Nursing, Shelton

PHONE CALLS/SCOPE OF PRACTICE QUESTIONS SUMMARY – MONTH: May 2021 (43 calls)

Answered with or without written documents

APRNs 10 calls:

- 3-Request information on collaborative practice agreements. *Refer to the Department website, Practitioner Licensing and APRN Collaborative Agreements.*
- 4-Request a copy of the APRN scope of practice. *Refer to the Board of Examiners for Nursing (BOEN) website and the Connecticut (CT) Nurse Practice Act (NPA).*
- 2-Can an APRN certified in one practice area, practice in a “new” area with education, verification of competency and a collaborative agreement with a CT licensed physician in the “new” practice area? *Yes.*
- APRN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*

RNs 13 calls:

- 4-Request a copy of the RN scope of practice. *Refer to the BOEN website and the Connecticut NPA.*
- 4-RN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- 3- Applicant requesting information on initial license application. *Refer to the Department’s website, Practitioner Licensing, Registered Nurse-then application and provided licensing unit e-mail address.*
- Can a RN “surgically debride” a wound? *No, Refer to the BOEN website and the Connecticut NPA.*
- Request a list of RN schools in CT. *Refer to the BOEN website, approved Registered Nurse education programs- includes contacts for each program.*

LPNs 7 calls:

- 4-Request a copy of the LPN scope of practice. *Refer to the BOEN website and the Connecticut NPA.*
- LPN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- LPN attended a vocational technical school in CT, needs a copy of her school transcript and that program has since closed. *Refer to the CT Department of Higher Education.*
- Can an LPN complete a patient assessment? *No, the LPN can contribute objective and subjective data in an accurate and timely manner (please refer to the BOEN website and the Declaratory Ruling titled “Licensed Practical Nurse” and the CT NPA).*

ULAP 2 calls:

- 2-Request a copy of the scope of a MA. *As the Department does not license MA the Department cannot provide a scope but may want to refer to the BOEN website and the Declaratory Ruling of Delegation to ULAP.*

Schools no calls:

Guidelines/Other 11 calls:

- 6-In the process of setting up a Medical Spa requesting guidance. *Refer to the Medical Spa Statute, Connecticut General Statutes, Chapter 3681l, Section 19a-903 c.*
- 4- Request information on Certified Nursing Assistant programs in CT. *Refer to Department staff who works with the CNA programs in CT (provide e-mail address).*
- Nursing student complaint about program issues. *Refer to the school policy & procedure for grievances to submit a grievance (to the school) and discuss the Public Forum portion of each BOEN meeting (may want to participate).*

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Sandra Jeannine Blanchette, R.N.
License No. 134577

Petition No. 2020-431

MEMORANDUM OF DECISION

I

Procedural Background

On July 8, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the General Statutes of Connecticut ("Statutes" or "Conn. Gen. Stat.") by Sandra Jeannine Blanchette ("Respondent"), which would subject Respondent's registered nurse ("R.N.") license number 134577 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5).

On July 8, 2020, the Department filed a Motion for Summary Suspension ("Motion") with the Board. Bd. Ex. 2. Based on the allegations in the Charges and the affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety and ordered, on July 15, 2020, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), that Respondent's registered nurse license number 134577 be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On July 17, 2020, the Department mailed the Summary Suspension Order, Charges and Notice of Hearing ("Notice") to Respondent's email address of record with the Department at sblanchette05@yahoo.com. Bd. Ex. 4.¹

On August 19, 2020, Respondent requested a continuance of the hearing that was scheduled on August 19, 2020. Without objection from the Department, the Board granted Respondent's request and continued the hearing until September 16, 2020. Bd. Ex. 5.

¹ On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, Conn. State Agencies § 19a-9-18 was modified to permit delivery of notices of hearing to be sent solely by email and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

The first day of hearing convened on September 16, 2020 via video conference. Respondent was present and was self-represented. Transcript (“Tr.”) 9/16/2020, p. 3. Attorney Brittany Allen represented the Department. *Id.*

At the hearing, Respondent orally answered the Charges on the record. Tr. 9/16/2020, pp. 5- 7.

Neither the Department nor Respondent called any witnesses. Tr. 9/16/2020, p. 12.

The first day of hearing was adjourned and the hearing was continued until October 21, 2020. Additionally, the record was kept open to give Respondent sufficient time to obtain medical records for the Board’s review. Tr. 9/16/2020, pp. 27-32.

On September 30, 2020, the Department emailed a Notice of Continued Hearing to Respondent at her email address of record. The hearing was continued until October 21, 2020. Bd. Ex. 6, Tr. 10/21/2020, p. 4.

The hearing convened on October 21, 2020 via video conference. Respondent was present at the hearing and was self-represented. Attorney Brittany Allen represented the Department. Tr. 10/21/2020, p. 3.

At the October 21, 2020 hearing, the Department discussed its difficulties in obtaining Respondent’s records from her health care providers. Tr.10/21/2020, pp. 4-6. Respondent did not produce any of the documents that the Board had previously requested. Tr. 10/21/2020, pp. 10-11. Subsequently, the Board voted to adjourn, leave the record open to give Respondent more time to obtain the documents that were not available for the October 21, 2020 hearing. Tr. 10/21/2020, pp. 12-13.

The hearing was continued until December 16, 2020. Bd. Ex. 7.

On December 16, 2020, the third and last day of hearing convened via video conference. Respondent was present and was self-represented. Attorney Brittany Allen Potano² represented the Department. Tr. 12/16/2020, p. 4. Despite keeping the record for supporting documentation since the September 16, 2020 hearing, Respondent had no additional documents to file with the Board at the December 16, 2020 hearing. Tr. 12/16/2020, pp. 5-9.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the

² Between the second and third day of hearings, Attorney Brittany Allen’s surname changed to Potano. Tr. p. 4.

law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II *Allegations*

1. In paragraph 1 of the Charges, Respondent of Willimantic, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut registered nurse license number 134577.
2. In paragraph 2 of the Charges, the Department alleges that during the course of approximately November 2019 through May 2020, Respondent abused and/or utilized alcohol to excess.
3. In paragraph 3 of the Charges, the Department alleges that Respondent's abuse and/or utilization of alcohol to excess does, and/or may, affect her practice as a registered nurse.
4. In paragraph 4 of the Charges, the Department alleges that in or around April 2020, Respondent abused and/or utilized hydromorphone to excess.
5. In paragraph 5 of the Charges, the Department alleges that Respondent's abuse and/or utilization of hydromorphone to excess does, and/or may, affect her practice as a registered nurse.
6. In paragraph 6 of the Charges, the Department alleges that the above described facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b), including, but not limited to 20-99(b)(5).

III *Findings of Fact*

1. Respondent of Willimantic, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut registered nurse license number 134577. Tr. 9/16/2020, p. 5.
2. During the course of approximately November 2019 through May 2020, Respondent abused and/or utilized alcohol to excess. Tr. 9/16/2020, p. 5.
3. Respondent's abuse and/or utilization of alcohol to excess does, and/or may, affect her practice as a registered nurse. Respondent Ex. 1, pp. 7-20 (under seal); Department Ex. 1, pp. 1-9 (under seal).
4. In or around April 2020, Respondent abused and/or utilized hydromorphone to excess. Tr. 9/16/2020, p. 6.

5. Respondent's abuse and/or utilization of hydromorphone to excess does, and/or may, affect her practice as a registered nurse.

IV *Discussion and Conclusions of Law*

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727 (2013). The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following. . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; . . .

With respect to the allegations contained in the Charges, Respondent admitted to all of the allegations contained in the Charges, except the allegations contained in paragraphs 3 and 5 of the Charges. Tr. 9/16/2020, pp. 5-7. Nonetheless, the Board finds that with respect to all of the allegations contained in the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Findings of Fact ("FF") 1-5.

With respect to the allegation contained in paragraph 2 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that from November 2019 through May 2020, she abused alcohol. FF 2. Specifically, on November 28, 2019, during a hospital emergency room visit, Respondent reported drinking a bottle of wine daily; the last time was on November 14, 2019. Department ("Dept.") Ex.1, p. 1 (under seal). Additionally, on November 28, 2019, Respondent's urine screen tested positive for barbiturates and opiates. Dept. Ex. 1, pp. 2, 8 (under seal). On December 30, 2019, Respondent's urine screen tested positive for alcohol. Respondent also reported "drinking alcohol every other day since December 30, 2019 and stated that she did not like being told that she is not allowed to do

something.” Dept. Ex. 1, p. 6 (under seal). On March 22, 2020, April 10, 2020, and on April 13, 2020, her urine screens tested positive for alcohol. Dept. Ex. 1, pp. 6-7 (under seal). Thus, the Department sustained its burden of proof by a preponderance of the evidence regarding the allegations contained in paragraph 2 of the Charges.

With regard to the allegation contained in paragraph 3 of the Charges, the Department sustained its burden of proof by a preponderance of evidence. While Respondent denied that her abuse of alcohol does, and/or may affect her practice as a nurse, the record establishes that Respondent suffers from Alcohol Use Disorder and that she has been abusing alcohol even before she received her license as a registered nurse in 2016. Dept. Ex. 1, pp. 1-8 (under seal).

During an office visit on January 8, 2020 at the hospital, Respondent was documented as “having been drinking quite a bit;” (Dept. Ex. 1, p. 4, under seal); and was diagnosed with Alcohol Use Disorder (moderate, early remission). *Id.* As previously discussed, on March 22, 2020, April 10, 2020, and April 13, 2020, her urine screens tested positive for alcohol. Dept. Ex. 1, pp. 6-7 (under seal). On May 2, 2020, she failed a breathalyzer test and the record is devoid of any evidence that she has been compliant with her breathalyzer tests or urine screens since May 2, 2020. Dept. Ex. 1, pp. 1, 7 (under seal). At the October 21, 2020 hearing, Respondent admitted that she had recently relapsed and was planning to attend a detox program in the next couple of days. Tr. 10/21/2020, p.11.

With respect to the allegation contained in paragraph 4 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that on April 23, 2020, her urine drug screen tested positive for hydromorphone (Dilaudid). FF 4. Respondent denied knowing the source of the hydromorphone, but she speculated that she might mistakenly have taken an old prescription dating back to knee surgery two years earlier. Dept. Ex. 1, p. 7 (under seal).

With regard to the allegation contained in paragraph 5 of the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Although Respondent denied that her abuse and/or utilization of hydromorphone to excess does, and/or may, affect her practice as a nurse, the record establishes that on November 28, 2019, her urine screen tested positive for barbiturates and opiates, and she could not explain why. Dept. Ex. 1, p. 2 (under seal). On December 4, 2019, Respondent was found “nodding off” while in her hospital room. It took two doses of Narcan to awaken her. *Id.* Subsequently, Respondent could not recall why

she required two doses of Narcan and could not adequately explain why hospital staff found Dilaudid (hydromorphone) in her hospital bed on December 4, 2019. Dept. Ex. 1, pp. 6, 8 (under seal). Thus, the Department met its burden of proof regarding this allegation.

Based on the totality of the evidence and Respondent's admissions in the record and at the hearing, there is no dispute that she had at least four positive test results for alcohol (November 14, 2019, March 22, 2020, April, 10, 2020 and April 13, 2020), as well as numerous late or missed tests for alcohol and drugs, between November 28, 2019 and May 2, 2020. Dept. Ex. 1, pp. 1-2, 4, 6-8 (under seal). The record also establishes that on November 28, 2019 and April 23, 2020, Respondent tested positive for barbiturates and opiates, including hydromorphone (Dilaudid). Dept. Ex. 1, pp. 2, 6-8 (under seal). Therefore, the Department has established by a preponderance of the evidence that Respondent's abuse or excessive use of controlled substances does, and/or may, affect her practice as a nurse.

Respondent's abuse and/or excessive use of drugs and alcohol fails to conform to the standards of the nursing profession outlined in Conn. Gen. Stat. § 20-99(b)(5). Thus, the Board concludes that Respondent's above-described conduct constitutes grounds for revocation or other disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). Based on the totality of the evidence, revocation of Respondent's license is an appropriate remedy.

V
Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board orders that Sandra Jeannine Blanchette's license number 134577 to practice as a registered nurse in the State of Connecticut is revoked.

This Order is effective on the date it is signed by the Board.

The Board informs Respondent, Sandra Jeannine Blanchette, and the Department of this Decision.

Dated at Hartford, Connecticut this _____ day of June 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Kandance Edmondson, R.N.
License No. 095626

Petition No. 2019-725

MEMORANDUM OF DECISION

I

Procedural Background

On November 22, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Statutes" or "Conn. Gen. Stat.") by Kandance Edmondson, ("Respondent"), which would subject Respondent's registered nurse ("R.N.") license number 095626 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b), including but not limited to 20-99(b)(5).

On December 23, 2019, the Charges and Notice of Hearing ("Notice") were mailed to Respondent by certified mail, return receipt requested, to 95 Sixth Infantry Road, Fort Leavenworth, Kansas 66027.¹ The correspondence was also sent by electronic transmission to Respondent's email address of record (Bd. Ex. 4)² at kandiphilrach@gmail.com. Bd. Ex. 2. The Notice informed her that a hearing was scheduled for February 19, 2020. *Id.*

On June 15, 2020, a new Notice was emailed to Respondent's email address of record. Bd. Ex. 3; Tr. p. 2. The new Notice informed her that the hearing was rescheduled to August 19, 2020.

On August 19, 2020, the rescheduled hearing was convened. Tr. p. 2. Respondent failed to appear for the hearing and was not represented by an attorney. *Id.* Attorney Linda Fazzina represented the Department. At the hearing, the Board concluded that the Department had made sufficient attempts to provide Respondent notice of the hearing. Tr. p. 3.

¹ On May 10, 2019, Respondent contacted the Department (via the confidential monitoring program in collaboration with the Department) to inform them that she had moved to Kansas and gave her new address as 95 Sixth Infantry Road, Fort Leavenworth, KS 66027. Dept. Ex. 1, p. 2 (under seal).

² The DPH licensee database documents that kandiphilrach@gmail.com is Respondent's email address of record. Bd. Ex. 4; Tr. p. 3.

Respondent did not file an Answer to the Charges. *Id.* During the hearing, the Department orally moved to deem the allegations admitted (“Motion”). The Board unanimously granted the Department’s Motion. Tr. p. 4.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, Respondent of Fort Leavenworth, Kansas, is, and has been at all times referenced in the Charges, the holder of Connecticut registered nurse license number 095626.³
2. In paragraph 2 of the Charges, the Department alleges that at all relevant times, Respondent was employed as a nurse at Danbury Hospital in Danbury, Connecticut.
3. In paragraph 3 of the Charges, the Department alleges that on or about February 3, 2019, after calling out sick the night before, Respondent appeared at Danbury Hospital’s Family Birth Center in an impaired and/or combative state.
4. In paragraph 4 of the Charges, the Department alleges that in or about February 2019, Respondent abused or utilized alcohol to excess.
5. In paragraph 5 of the Charges, the Department alleges that Respondent’s abuse or excess use of alcohol does, and/or may, affect her practice as a nurse.
6. In paragraph 6 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99(b), including, but not limited to 20-99(b) (5).

III

Findings of Fact

1. On December 23, 2019, the Charges (Bd. Ex. 1) and Notice were sent to Respondent by certified mail, return receipt requested, to 95 Sixth Infantry Road, Fort Leavenworth, Kansas 66027. Bd. Ex. 2.

³ Respondent’s CT R.N. license expired on November 30, 2019. Dept. Ex. 1, p. 1 (under seal).

2. On December 23, 2019, the correspondence was also sent by electronic transmission to kandiphilrach@gmail.com., Respondent’s email address of record. Bd. Ex. 2, 4; Tr. p. 3.
3. The hearing was originally scheduled to convene on February 19, 2020. Bd. Ex. 3.
4. On June 15, 2020, a new Notice of the rescheduled hearing was emailed to Respondent’s email address of record.⁴ Bd. Ex. 3. The new Notice informed her that the hearing was rescheduled to August 19, 2020. *Id.*
5. On August 19, 2020, the hearing convened. Tr. p. 2. Respondent failed to appear at the hearing and was not represented by an attorney. *Id.*
6. On August 19, 2020, the Board concluded that the Department had made sufficient attempts to provide Respondent notice of the rescheduled hearing.⁵ Tr. p. 3.
7. Respondent did not file an Answer to the Charges. *Id.* During the hearing, the Department orally moved to deem the allegations admitted (“Motion”). Tr. p. 4. The Board unanimously granted the Department’s Motion. *Id.*
8. The factual allegations contained in paragraphs 1 through 5 of the Charges are deemed admitted and true. Tr. pp. 4-5.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727 (2013). The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

Conn. Gen. Stat. § 20-99 provides, in pertinent part:

(a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .

⁴ The Governor’s Executive Order No. 7M, dated May 27, 2020, modified Section 19a-9-18 of the Regulations of Connecticut State Agencies to permit delivery of notices of hearing to be sent by email only and to deem such notice to be effective and sufficient if sent to the party’s last known email address of record on file with the Department.

⁵ *See*, fn. 4.

(b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following. . . (5) abuse or excessive use of drugs, including alcohol, narcotics, or chemicals; . . .

Specifically, under Conn. Gen. Stat. § 20-99(b) (5), a licensee whose conduct fails to conform to the accepted standards of the nursing profession including, but not limited to abuse or excessive use of drugs, including alcohol, narcotics or chemicals may, after a hearing, have his or her license revoked or suspended.

Since Respondent did not file an Answer to the Charges, the allegations are deemed admitted and true. *See*, Conn. State Agencies § 19a-9-20.

The record establishes that on February 3, 2019, at 5:10 a.m., Respondent reported to her workplace despite the fact that she was not scheduled to work that day. Respondent was visibly impaired and had called out sick the night before. Department (“Dept.”) Ex. 1, p. 1 (under seal); Dept. Ex. 2, p. 4 (under seal). Respondent drove to her workplace that morning under the influence of alcohol and became combative with her colleagues and hospital security when her colleagues attempted to transport her to the emergency department. *Id.* Respondent was evaluated and was given a diagnosis which included alcohol use disorder. Dept. Ex 1, pp. 1-2 (under seal). Dept. Ex. 1, p. 2 (under seal).

The record also establishes that on the following day, February 4, 2019, a friend brought Respondent back to the emergency department of Danbury Hospital. Subsequently, she was discharged from Danbury Hospital (Dept. Ex. 1, p. 2 (under seal)). On February 5, 2019, Respondent to Norwalk Hospital where she was hospitalized and treated from February 5, 2019 to February 11, 2019 for heavy drinking and alcohol withdrawal. Dept. Ex. 1, p. 2 (under seal); Dept. Ex. 2, pp. 6-9 (under seal).

The record further establishes that during her evaluation and treatment in February 2019, Respondent admitted that after drinking for several years, her drinking had gotten worse. Dept. Ex. 2, p. 9 (under seal). After the completion of her evaluation and treatment in February 2019, Respondent relocated to Kansas. Dept. Ex. 2, p. 1 (under seal). Subsequently, she discontinued her contact and/or communication with the Department regarding the status of her treatment for alcohol use disorder. *Id.* With no confirmation of the status of Respondent’s treatment, the Department is unable to assure the public that Respondent is able to practice nursing with skill and safety. Dept. Ex. 1, p. 3 (under seal); Dept. Ex. 2, p. 2 (under seal). Therefore, based on the

totality of the evidence in Respondent's records of prior evaluation and treatment records, the Department has established by a preponderance of the evidence that Respondent's alcohol use disorder does, and/or may, affect her practice as a nurse.

The above-described conduct fails to conform to the standards of the nursing profession outlined in Conn. Gen. Stat. § 20-99(b) (5). Thus, the Board concludes that Respondent's above-described conduct, as deemed to be admitted and true, constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b) (5) and 19a-17.⁶ Revocation of Respondent's license is an appropriate remedy.

V

Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board hereby orders that Kandance Edmondson's license number 095626 to practice as a registered nurse in the State of Connecticut is revoked.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Kandance Edmondson, and the Department of this Decision.

Dated at Hartford, Connecticut this _____ day of June 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

⁶ Pursuant to Conn. Gen. Stat. § 19a-17, the Board may impose disciplinary action, as set forth in the Statute, upon finding the existence of good cause.

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Karina C. Francis, R.N.
License No. 084101

Petition No. 2020-157

MEMORANDUM OF DECISION

I

Procedural Background

On March 9, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Karina C. Francis ("Respondent"), which would subject Respondent's registered nurse ("R.N.") license number 084101 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On March 18, 2020, the Department filed a Summary Suspension Order with the Board. Bd. Ex. 2. Based on the allegations in the Charges, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. On that date, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered that Respondent's R.N. license be summarily suspended, pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 2.

On March 19, 2020, the Department mailed by first class mail the Charges, Notice of Hearing ("Notice"), and Summary Suspension Order to Respondent's address of record at 2A Westchester Hills, Colchester, CT 06415. Bd. Ex. 3. The Notice informed Respondent that a hearing would be held on April 15, 2020. Bd. Ex. 4. On that same date, the Department mailed the Charges, Notice, and Summary Suspension Order to a State Marshal for service to Respondent at her address of record on file with the Department. Also, on that same date, the Department emailed the documents to Respondent's email address of record on file with the Department at kfrancis033@yahoo.com.

The hearing was scheduled to convene on April 15, 2020. Bd. Ex. 4.

On April 9, 2020, Respondent emailed the Board office to request a continuance of the April 15, 2020 hearing. Bd. Ex. 4. Without objection from the Department, the hearing was continued to May 20, 2020. At the time, the Summary Suspension Order remained in effect. *Id.*

On May 20, 2020, the Board convened the hearing. Respondent was present at the hearing and was self-represented. Attorney Brittany Allen represented the Department.

At the hearing, Respondent answered the Charges orally on the record. Tr. pp. 13-15.

At the hearing, Respondent requested more time to file documents that she believed were relevant to her hearing. Tr. pp. 10-12. With no objection from the Department, the Board granted Respondent's request and agreed to keep the record open until September 2020,¹ in order to permit Respondent additional time to file records with the Department, documenting Respondent's urine screens and medical treatment dating back to November 2019. Tr. pp. 10-12, 23-26, 30.

Neither the Department nor Respondent called any witnesses. Tr. p. 19.

Despite Respondent's request for additional time to submit documents pertaining to her urine screens and medical treatment dating back to November 2019, Respondent failed to file any documents with the Department after the May 20, 2020 hearing. There is no evidence in the record that Respondent contacted the Department or requested more time to file documents.

On December 16, 2020, the Board closed the record and conducted fact finding.²

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, Respondent of Colchester, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 084101.
2. In paragraph 2 of the Charges, the Department alleges that on or about November 20, 2019, the Board approved a Consent Order in Petition Number 2019-845 ("Consent Order") that placed Respondent's license on probation for four years with a concurrent six-month suspension. Such disciplinary action was based upon Respondent's abuse and/or utilization of controlled substances to excess.

¹ Ultimately, the record remained open until the Board's December 16, 2020 meeting at which time the Board conducted fact finding on this matter.

² See, fn. 1.

3. In paragraph 3 of the Charges, the Department alleges that said Consent Order specifically provides, in part, that Respondent shall submit to random urine screens for the presence of alcohol and drugs. In addition, the Consent Order provides that Respondent shall engage in therapy with a licensed therapist approved by the Department.
4. In paragraph 4 of the Charges, the Department alleges that Respondent failed to engage in therapy with an approved therapist. Tr. p. 15.
5. In paragraph 5 of the Charges, the Department alleges that Respondent failed to submit to random urine screens.
6. In paragraph 6 of the Charges, the Department alleges that Respondent's abuse and/or excessive use of controlled substances does and/or may, affect her practice as a nurse.
7. In paragraph 7 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

III

Findings of Fact

1. Respondent of Colchester, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 084101. Tr. pp. 13-14.
2. On November 20, 2019, the Board approved a Consent Order in Petition Number 2019-845 ("Consent Order") that placed Respondent's R.N. license on probation for four years with a concurrent six-month suspension. Such disciplinary action was based upon Respondent's abuse and/or utilization of controlled substances to excess. Tr. p. 14; Department ("Dept.") Ex. 1, pp. 8-11.
3. Said Consent Order specifically provides, in part, that Respondent shall submit to random urine screens for the purpose of detecting the presence of alcohol and/or drugs. In addition, the Consent Order provides that Respondent shall engage in therapy with a licensed therapist approved by the Department. Tr. p. 15; Dept. Ex. 1, pp. 9-11.
4. Respondent failed to comply with the express terms of the Consent Order by failing to engage in therapy with an approved therapist. Tr. p. 15; Dept. Ex. 1, p. 2.
5. Respondent failed to comply with the express terms of the Consent Order by failing to submit to random urine screens. *Id.*
6. Respondent's abuse and/or excessive use of controlled substances does and/or may, affect her practice as a nurse. *Id.*

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

(a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17

(b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . .

Respondent admitted to each of the allegations contained in the Charges. Tr. pp. 13-15. Thus, the Board finds that with respect to all of the allegations contained in the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Findings of Fact (“FF”) 1-6.

With regard to the allegations contained in paragraph 4 of the Charges, Respondent admitted that she failed to engage in therapy with a therapist approved by the Department. FF 4. The record establishes that on January 21, 2020, the Department’s monitor notified Respondent and Respondent’s prospective therapist in writing that such therapist was not approved pursuant to the terms and conditions of the Consent Order. Dept. Ex. 1, p. 2. The record further establishes that Respondent proposed a second individual to engage as her therapist. During the Department’s vetting process of this individual, the record establishes that the prospective therapist failed to respond to the Department’s phone calls and email. Therefore, the Department did not approve that practitioner as Respondent’s therapist. Dept. Ex. 1, pp. 2, 19-21. At the hearing, Respondent testified that she has been in counseling, but has not been able to engage a Department-approved therapist that is currently accepting new patients. Tr. p. 10. Thus, the Department sustained its burden of proof with respect to the allegation in paragraph 4 of the Charges.

With respect to the allegations contained in paragraph 5 of the Charges, the record establishes, and Respondent admits, that she has failed to submit to random urine screens. Tr. pp. 10, 15. According to the Department's monitor's records, Respondent failed to submit to random urine screens on January 22, 30, and 31, 2020. Dept. Ex. 1, pp. 4, 22-23. Pursuant to the terms and conditions of the Consent Order, a missed screen is deemed a positive screen. Dept. Ex. 1, pp. 4, 10. Thus, the Department sustained its burden of proof with respect to the allegation in paragraph 5 of the Charges.

With respect to the allegations contained in paragraph 6 of the Charges, the record establishes, and Respondent admits, that she has an extensive history of substance abuse. Tr. pp. 15, 22. The record also establishes that on May 15, 2019, Respondent's license to practice nursing was placed on probation for a four-year period, pursuant to the Board's May 15, 2019 Memorandum of Decision issued in Petition Number 2017-1046. The Board's decision to place Respondent's nursing license on probation for four years resulted from Respondent's abuse and/or excessive use of controlled substances which dated back to 2017. Dept. Ex. 1, pp. 58-70; Tr. pp. 9-11.

Following the Board's issuance of the May 15, 2019 Memorandum of Decision, the Department filed Petition Number 2019-845, alleging that Respondent had failed to comply with any of the terms and conditions of the May 15, 2019 Memorandum of Decision. After the Department established that Respondent had failed to comply with any of the terms and conditions of the May 15, 2019 Memorandum of Decision, the Board issued a November 20, 2019 Consent Order with respect to Petition Number 2019-845 which became effective on December 1, 2019. Dept. Ex. 1, pp. 6-18. The November 20, 2019 Consent Order placed Respondent's license on probation for four years, subject to numerous terms and conditions, including the terms and conditions specified in paragraph 3 of the Charges.

Due to some chronic medical conditions, Respondent testified that currently she is opioid dependent (Tr. pp. 10-11) and has not practiced as a nurse for a number of years. While Respondent testified that substance abuse is no longer a part of her life (Tr. p. 22), she also testified that she is not currently physically or mentally able to practice nursing. Tr. pp. 21-22. Therefore, the Board finds that Respondent's abuse and/or excessive use of controlled substances, does, and/or may, affect her practice as a nurse.

The above-described conduct fails to conform to the standards of the nursing profession outlined in Conn. Gen. Stat. § 20-99(b). Thus, the Board concludes that Respondent's above-described conduct constitutes violations of the probationary terms in the November 20, 2019 Consent Order and such violations constitutes grounds for revocation or other disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). The Board finds that based on the totality of the evidence, revocation of Respondent's license is an appropriate remedy.

V

Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board orders that Karina Francis's license number 084101 to practice as a registered nurse in the State of Connecticut is revoked.

This Order is effective on the date it is signed by the Board.

The Board informs Respondent, Karina Francis, and the Department of this Decision.

Dated at Waterbury, Connecticut this _____ day of June 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Amanda Hart, R.N.
License No. 090939

Petition No. 2020-552

MEMORANDUM OF DECISION

I

Procedural Background

On August 10, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing. Board ("Bd.") Exhibit ("Ex.")

1. The Charges allege that Amanda Hart's ("Respondent") violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting her registered nurse ("R.N.") license number 090939 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). *Id.*

On August 19, 2020, the Department filed a Motion for Summary Suspension ("Motion") with the Board. Bd. Ex. 2. Based on the allegations in the Charges and the affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on August 19, 2020, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered Respondent's registered nurse license number 090939 be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On August 20, 2020, the Department mailed the Summary Suspension Order, Charges and Notice of Hearing ("Notice") to Respondent's email address of record with the Department at Amanda.hart831@gmail.com. Bd. Ex. 4.¹

The hearing convened on September 16, 2020 via video conference. Respondent was present at the hearing and was self-represented. Transcript ("Tr.") p. 2. Attorney Brittany Allen represented the Department.

¹ On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, Conn. State Agencies § 19a-9-18 was modified to permit delivery of notices of hearing to be sent solely by email and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

At the hearing, Respondent orally answered the Charges on the record. Tr. pp. 4-5. Following the close of the record, the Board conducted fact finding. Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

On September 16, 2020, the Board voted to vacate the August 19, 2020 Summary Suspension of Respondent's registered nurse license number 090939. The Board then placed Respondent's RN license on probation, subject to the terms and conditions of the July 17, 2019 Consent Order issued with respect to Petition No. 2019-444, pending the issuance of its Memorandum of Decision with respect to the instant matter, Petition No. 2020-552.

I

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Glastonbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 090939.
2. In paragraph 2 of the Charges, the Department alleges that on July 17, 2019, the Board approved a Consent Order in Petition No. 2019-444 ("Consent Order") that placed Respondent's license on probation for four years based on the Board's findings that Respondent diverted opiates and abused and/or utilized alcohol and opiates to excess. Respondent's probationary terms included, in part, random urine screens and attend therapy.
3. In paragraph 3 of the Charges, the Department alleges that on or about January 15, 2020, the Board summarily suspended Respondent's license based on alleged violations of the Consent Order. The Board conducted a hearing on or about February 19, 2020 regarding the alleged violations and reinstated Respondent's license under the terms and conditions of the Consent Order, pending issuance of a Memorandum of Decision.
4. In paragraph 4 of the Charges, the Department alleges that in or around May 2020, Respondent had one or more dilute urine screens.
5. In paragraph 5 of the Charges, the Department alleges that in or around May 2020, Respondent abused and/or utilized alcohol to excess.
6. In paragraph 6 of the Charges, the Department alleges that Respondent's abuse and/or utilization of alcohol to excess does and/or may affect her practice as a registered nurse.

7. In paragraph 7 of the Charges, the Department alleges that the above facts constitute a violation of the terms of probation as set forth in the Consent Order, and subjects Respondent's license to revocation or other disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b) including, but not limited to 20-99(b)(5).

III

Findings of Fact

1. Respondent of Glastonbury, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 090939. Tr. pp. 4-6.
2. On July 17, 2019, the Board approved a Consent Order that placed Respondent's license on probation for four years based on the Board's findings that Respondent diverted opiates and abused and/or utilized alcohol and opiates to excess. The terms and conditions of Respondent's probation included, in part, that she submit to random urine screens and that she attend therapy. *Id.*; Department ("Dept.") Ex. 1, pp. 1, 4-15.
3. On January 15, 2020, the Board summarily suspended Respondent's license based on alleged violations of the 2019 Consent Order (Petition No. 2019-1360). The Board conducted a hearing on February 19, 2020 regarding the alleged violations in Petition No. 2019-1360 and ordered that Respondent's license be reinstated under the terms and conditions of the 2019 Consent Order,² pending issuance of a Memorandum of Memorandum of Decision in Petition number 2019-1360. *Id.*
4. On May 8, 2020 and May 15, 2020, Respondent had one or more dilute urine screens. *Id.*; Dept. Ex. 1, pp. 16-19 (under seal), 20-22, 23-25 (under seal), 28.
5. On May 8, 2020 and May 15, 2020, Respondent abused and/or utilized alcohol to excess. *Id.*; Dept. Ex. 1, pp. pp. 20-22, 23-25 (under seal), 28.
6. Respondent's abuse and/or utilization of alcohol to excess does and/or may affect her practice as a registered nurse. *Id.*

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

² See, fn. 2.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals;. . .

Specifically, under Conn. Gen. Stat. § 20-99(b) (5), a licensee whose conduct fails to conform to the accepted standards of the nursing profession including, but not limited to abuse or excessive use of drugs, including alcohol, narcotics or chemicals may, after a hearing, have his or her license revoked or suspended.

Respondent admitted to all of the allegations contained in the Charges. Tr. pp. 4-6. Therefore, the Board finds that with respect to the all of the allegations contained in the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Findings of Fact (“FF”) 1-6.

The allegations contained in paragraph 2 of the Charges are not in dispute. With respect to such allegations, the record establishes that on July 17, 2019, the Board approved a Consent Order that placed Respondent’s license on probation for four years based on the Board’s findings that Respondent diverted opiates and abused and/or utilized alcohol and opiates to excess. The terms and conditions of Respondent’s probation included, in part, that Respondent submit to random urine screens and attend therapy. FF 2.

The allegations contained in paragraph 3 of the Charges are not in dispute. On January 15, 2020, the Board summarily suspended Respondent’s license based on Respondent’s alleged violations of the 2019 Consent Order (Petition No. 2019-1360). On February 19, 2020, the Board conducted a hearing regarding Respondent’s alleged violations of the 2019 Consent Order. At the conclusion of the February 19, 2020 hearing, the Board reinstated Respondent’s R.N. license under the terms and conditions of the 2019 Consent Order, pending the issuance of the Board’s Memorandum of Decision in Petition No. 2019-1360. FF 3. Therefore, the Department sustained its burden of proof with respect to the allegations contained in paragraph 3 of the Charges.

With respect to the allegations contained in paragraph 4 of the Charges, Respondent admitted the allegations. Tr. pp. 4-6. Additionally, the record shows that Respondent violated the terms and conditions of the July 17, 2019 Consent Order when her May 7, 2020 urine screen was shown to be diluted. Dept. Ex. 1, p. 1. On May 8, 2020, Respondent was retested, and her urine screen tested positive for ethyl glucuronide and ethyl sulfate, once again violating the terms and conditions of the July 17, 2019 Consent Order. FF 4-5.

On May 15, 2020, Respondent violated the terms and conditions of the July 17, 2019 Consent Order when her urine screen tested positive for ethyl glucuronide and ethyl sulfate. FF 4-5.

On May 19, 2020, Respondent reported to the Department monitor that on May 8, 2020 and May 14, 2020, she consumed a couple glasses of wine. Respondent's actions on both of these dates were clear violations of the 2019 Consent Order. Dept. Ex. 1, p. 16.

On May 21, 2020, the Department issued a Non-Compliance letter to Respondent based on her positive urine screens for alcohol on May 8, 2020 and May 15, 2020. Dept. Ex. 1, p. 16. The Department also requested Respondent to refrain from practicing as a nurse for a maximum of 45 days. The effective date was retroactive to May 19, 2020. Id. Therefore, the Department sustained its burden of proof with respect to the allegations contained in paragraph 4 of the Charges.

With respect to the allegations contained in paragraphs 5 and 6 of the Charges, the Respondent admitted the Charges. Tr. pp. 4-6. Additionally, the record shows that on May 8, 2020 and May 15, 2020, Respondent abused and/or utilized alcohol to excess (FF 5) and that Respondent's abuse and/or utilization of alcohol to excess does and/or may affect her practice as a registered nurse. FF 6. Thus, the Department sustained its burden of proof with respect to the allegations contained in paragraphs 5 and 6 of the Charges.

Based on the foregoing, the Board finds that the Department has established by a preponderance of the evidence that Respondent's positive urine screens on May 8, 2020 and May 15, 2020 violated the terms and conditions of her 2019 Consent Order which constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99(b)(5).³ The conduct admitted, in conjunction with the Department sustaining its burden of proof, renders Respondent's license subject to sanctions, including among others, revocation, suspension or

³ See, fn. 2.

probation. *See*, Conn. Gen. Stat. § 19a-17(a) (1), (2) and (5). Nonetheless, based on the totality of the evidence, and Respondent's self-report of her relapse and her acceptance of responsibility for her misconduct, her demonstrated participation in individual psychotherapy (Resp. Ex. 2 (under seal) Tr. pp. 10-11), her participation in random urine screen testing, her attendance at AA meetings and her involvement with other support groups (Resp. Ex. 1 (under seal); Tr. pp. 9-12), the Board finds that Respondent can practice nursing with reasonable skill and safety under the terms of this Order.

Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board hereby orders, with respect to Respondent's license number 090939, as follows:

1. The terms and conditions of the July 17, 2019 Consent Order and the Memorandum of Decision in Petition No. 2019-1360 (issued on November 18, 2020) are replaced by this Order in their entirety. Respondent's license shall be placed on probation for a period of four years under the following terms and conditions. If any of the conditions of probation are not met, Respondent's R.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
 - A. During the period of probation, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.
 - B. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse during the probationary period.
 - C. Respondent shall provide a copy of this Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision.
 - D. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor during the entire probationary period. Employer reports shall be submitted commencing with the report due on the first business day of the month following employment as a nurse. Employer

reports shall be submitted at least monthly for the first, second and fourth years of the probationary period; and, at least quarterly for the third year of the probationary period.

- E. The employer reports cited in Paragraph D above shall include documentation of Respondent's ability to practice nursing safely and competently. Employer reports shall be submitted directly to the Department at the address cited in Paragraph P below.
- F. Should Respondent's employment as a nurse be involuntarily terminated or suspended, Respondent and her employer shall notify the Department within 72 hours of such termination or suspension.
- G. If Respondent pursues further training in any subject area that is regulated by the Department, Respondent shall provide a copy of this Decision to the educational institution or, if not an institution, to Respondent's instructor. Such institution or instructor shall notify the Department in writing as to receipt of a copy of this Decision within 15 days of receipt. Said notification shall be submitted directly to the Department at the address cited in Paragraph P below.
- H. At her expense, Respondent shall engage in therapy and counseling for chemical dependency with a licensed or certified therapist, approved by the Department, during the entire probationary period. Additionally, Respondent shall participate in AA substance abuse support groups at least eight times a month for the entire probationary period and shall submit to the Department written documentation of her participation and/or attendance.
- I. Respondent shall provide a copy of this Decision to her therapist. The Department shall be notified in writing by her therapist, within 30 days of the effective date of this Decision, as to receipt of a copy of this Decision.
- J. Respondent shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted at least monthly for the first, second and fourth years of the probationary period; and, at least quarterly for the third year of the probationary period.

K. The therapist reports cited in Paragraph J above shall include documentation of dates of treatment, and an evaluation of Respondent's progress, including alcohol and drug free status, and ability to practice nursing safely and competently. Therapist reports shall be submitted directly to the Department at the address cited in Paragraph P below.

L. Observed random urine screens

(1) At her expense, Respondent shall be responsible for submitting to observed, random chain of custody urine screens for alcohol and drugs for the entire probationary period, at a testing facility approved by the Department. Random alcohol/drug screens shall be legally defensible in that specimen donor and chain of custody can be identified throughout the screening process.

(2) Respondent shall be responsible for notifying the laboratory, her therapist, the Department and her prescribing practitioner of any drug(s) she is taking. For any prescription of a controlled substance(s) for more than two consecutive weeks, Respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department until such time as the controlled substance(s) are no longer prescribed.

The reports shall include the following:

- a. A list of controlled substances prescribed by this provider;
- b. A list of controlled substance(s) prescribed by other providers;
- c. An evaluation of Respondent's need for the controlled substance(s); and
- d. An assessment of Respondent's continued need for the controlled substance(s).

(3) There must be at least one such observed, random alcohol/drug screen on a weekly basis during the first, second and fourth years of the probationary period; and, at least twice a month during the third year of the probationary period.

(4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs, excluding the drugs that Respondent's providers prescribe. All urine screens for alcohol will be tested for Ethyl Glucuronide (EtG) and

Ethyl Sulfate (EtS) metabolites. All positive screen results shall be confirmed by the Gas Chromatograph Mass Spectrometer (GC/MS) testing method. Chain of custody documentation must accompany all laboratory reports and/or the laboratory reports must indicate that chain of custody procedures have been followed.

- (5) Random alcohol/drug screens must include testing for the following substances:

Amphetamines	Methadone
Barbiturates	Methaqualone
Benzodiazepines	Opiates (Metabolites)
Cannabinoids (THC Metabolites)	Phencyclidine (PCP)
Cocaine	Propoxyphene
Meperidine (Demerol)	Ethanol (alcohol)
Fentanyl	Stadol
Tramadol	

- (6) Laboratory reports of random alcohol and drug screens shall be submitted directly to the Department, at the address cited in Paragraph P below, by Respondent's therapist, personal physician or the testing laboratory.

- M. Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for her for a legitimate purpose, by a licensed health care practitioner authorized to prescribe medications. Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.
- N. Respondent is hereby advised that the ingestion of poppy seeds may produce a positive drug screen result indicating the presence of opiates/morphine. The ingestion of mouthwash, over the counter cough suppressants and cold/flu remedies may produce a positive result indicating the presence of alcohol. For that reason, any food substance containing poppy seeds, mouthwash and over the counter cough suppressants and cold/flu remedies should be avoided during the probationary period. In the event that a drug/alcohol screen is positive for opiates/morphine and/or alcohol, the ingestion of poppy seeds, mouthwash and

over the counter cough suppressants and/or cold/flu remedies shall not constitute a defense to such positive screen.

- O. The Department must be informed in writing prior to any change of address.
- P. All communications, payments if required, correspondence, and reports are to be addressed to:

Lavita Sookram, RN, Nurse Consultant
Practitioner Monitoring and Compliance Unit
Department of Public Health
Division of Health Systems Regulation
Board of Examiners for Nursing
410 Capitol Avenue, MS #12HSR
P. O. Box 340308
Hartford, CT 06134-0308

- 2. Any deviation from the terms of probation, without prior written approval by the Board, shall constitute a violation of probation, which will be cause for an immediate hearing on charges of violating this Order. Any finding that Respondent has violated this Order will subject Respondent to sanctions under Conn. Gen. Stat. §§ 19a-17(a) and (c), including but not limited to, the revocation of her license. Any extension of time or grace period for reporting granted by the Board shall not be a waiver or preclude the Board's right to take subsequent action. The Board shall not be required to grant future extensions of time or grace periods. Notice of revocation or other disciplinary action shall be sent to Respondent's address of record which is deemed to be most current address reported by Respondent to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
- 3. This document has no bearing on any criminal liability without the written consent of the Director of Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Amanda Hart, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of June, 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Teri Howell, L.P.N.
License No. 033846

Petition No. 2019-623

MEMORANDUM OF DECISION

I

Procedural Background

On October 30, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Teri Howell ("Respondent"), which would subject Respondent's licensed practical nurse ("L.P.N.") license number 033846 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and §§ 20-99(b), including but not limited to 20-99(b)(2).

On February 20, 2020, the Charges and Notice of Hearing ("Notice"), were sent to Respondent by both certified and first-class mail to her address of record (Department ("Dept.") Ex. 1) at 500 Main Street, Apt. 209, East Haven, CT 06512-2756. Bd. Ex. 2. On that same date, the Charges and Notice were also emailed to Respondent at thowell234@yahoo.com., Respondent's email address of record with the Department. The Notice informed Respondent that a hearing was scheduled for March 18, 2020. Bd. Ex. 3.

On March 10, 2020, the Department filed a Motion to Continue the March 18, 2020 hearing because the Department's sole witness was unavailable on that date. Bd. Ex. 3.

On March 18, 2020, the Board granted the Department's Motion to Continue and rescheduled the hearing to convene on May 20, 2020. Bd. Ex. 4.

On April 23, 2020, the Department filed a Notice of Hearing Postponement with the parties to postpone the May 20, 2020 hearing due to the public health and civil preparedness emergency declared by the Governor on March 10, 2020. Bd. Ex. 5.

On September 29, 2020, the Department sent the parties a new Notice which continued the hearing to December 16, 2020. The new Notice was mailed to Respondent's email address of record, thowell234@yahoo.com. Bd. Ex. 6.

The hearing was held on December 16, 2020. Respondent failed to appear for the hearing and was not represented by an attorney. Transcript (“Tr.”) p. 3. Attorney Joelle Newton represented the Department. *Id.*

The Board concluded, pursuant to the Governor’s executive order,¹ that Respondent had received adequate notice that the hearing had been continued to December 16, 2020. Tr. p. 5.

At the hearing, Attorney Newton orally moved to deem the allegations admitted (“Motion”) since Respondent had not filed an Answer to the Charges. Tr. pp. 5, 7-8. The Board granted the Motion. *Id.*

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, Respondent of East Haven, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut licensed practical nursing license number 033846.
2. In paragraph 2 of the Charges, the Department alleges that at all times mentioned herein, Respondent was practicing nursing at Apple Rehab Saybrook, a long-term care facility, in Old Saybrook, Connecticut. During said time period, Respondent was caring for resident #1, a 94-year-old, cognitively impaired, female (“resident”).
3. In paragraph 3 of the Charges, the Department alleges that resident #1’s care plan identified, in part, that the resident suffered with difficulty communicating [her] needs. Interventions, in part, included approaching the resident warmly and positively, offering gentle reminders, allowing time for response, anticipating and meeting [her] needs.
4. In paragraph 4 of the Charges, the Department alleges that on or about October 19, 2017, Respondent failed to conform to the accepted standard of the nursing profession when she spoke to resident #1 in a loud, hostile and/or threatening manner. This included, in

¹ On May 27, 2020, in accordance with the Governor’s Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, Conn. State Agencies § 19a-9-18 was modified to permit delivery of notices of hearing to be sent solely by email and to deem such notice to be effective and sufficient if sent to the party’s last known email address of record on file with the Department.

part, threatening resident #1 with physical harm and [threatening] that [she] “would end up in the hospital.”

5. In paragraph 5 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b), including, but not limited to §§ 20-99(b)(2).

III

Findings of Fact

1. On February 20, 2020, the Charges and Notice were sent to Respondent by both certified and first-class mail to her address of record at 500 Main Street, Apt. 209, East Haven, CT 06512-2756. Bd. Ex. 2.
2. On February 20, 2020, the Charges and Notice were also emailed to Respondent at thowell234@yahoo.com., Respondent’s email address of record on file with the Department.
3. On April 23, 2020, the May 20, 2020 hearing was postponed due to the Governor’s March 10, 2020 declaration of a public health and civil preparedness emergency. Bd. Ex. 5.
4. On September 29, 2020, the Department sent the parties a new Notice of Hearing which informed that the hearing was continued to December 16, 2020. The new Notice of Hearing was emailed to Respondent at her email address of record, thowell234@yahoo.com. Bd. Ex. 6.
5. The hearing was held on December 16, 2020. Respondent failed to appear for the hearing and was not represented by an attorney. Tr. p. 3. Respondent did not request a continuance.
6. There is no evidence in the record that the Charges and the Notice mailed to Respondent’s email address were not delivered.
7. The Department provided Respondent with reasonable and adequate written notice of the hearing and the allegations contained in the Charges.
8. The factual allegations contained in paragraphs 1 through 4 of the Charges are deemed admitted and true. Tr. pp. 5, 7-8.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727 (2013). The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

(a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17

(b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . .

Specifically, to Conn. Gen. Stat. §§ 20-99(b) (2), a licensee whose conduct fails to conform to the accepted standards of the nursing profession including, but not limited to illegal conduct, incompetence or negligence in carrying out usual nursing functions may, after a hearing, have his or her license revoked or suspended.

Since Respondent did not file an Answer to the Charges, the allegations are deemed admitted. *See*, Conn. State Agencies § 19a-9-20.

The record establishes that on October 19, 2017, while on duty at the Apple Rehab Saybrook facility, Respondent spoke to resident #1 in a loud, hostile, and threatening manner. Respondent admitted in a written statement, dated October 20, 2017 (Dept. Ex. 5, p. 8), that while escorting the resident back to her room, the resident, who was agitated, placed her hand in Respondent's face. Dept. Ex. 5, p. 12. Respondent reacted to the resident's movement by stating to the resident, "If you slap me, you will end up in the hospital." Dept. Ex. 1, pp. 1-2; Dept. Ex. 3, p. 10; Dept. Ex. 4, p. 3; Dept. Ex. 5, p. 8.

The resident, 94 years old at the time, was cognitively impaired, alert, but confused, diagnosed with Alzheimer's disease and anxiety disorder, and had difficulty communicating, except in Italian. Dept. Ex. 1, p. 1; Dept. Ex. 2, p. 1; Dept. Ex. 5, pp. 1-2.

On October 30, 2017, Respondent resigned her position at the Apple Rehab Saybrook facility in lieu of termination of her employment (Dept. Ex. 1, p. 1; Dept. Ex. 5, p. 7-8) after the facility concluded that Respondent was threatening and verbally abusive to the resident. Dept. Ex. 1, p. 2; Dept. Ex. 5, p. 6.

All of the above-described conduct fails to conform to the standards of the nursing profession outlined in Conn. Gen. Stat. § 20-99(b) (2).

Thus, the Board concludes that Respondent's above-described conduct, as deemed to be admitted and true, constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b) (2) and 19a-17.² Based on the proven facts and the law, the Board finds that revocation of Respondent's license is an appropriate remedy.

Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board orders that Teri Howell's license number 033846 to practice as a licensed practical nurse in the State of Connecticut is revoked.

This Order is effective on the date it is signed by the Board.

The Board informs Respondent, Teri Howell, and the Department of this Decision.

Dated at Waterbury, Connecticut this _____ day of June 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

² Pursuant to Conn. Gen. Stat. § 19a-17, the Board may impose disciplinary action upon a finding of the existence of good cause, as set forth in the statute.

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Linda Lee, L.P.N.
License No. 034478

Petition No. 2019-362

MEMORANDUM OF DECISION

Procedural Background

On December 12, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board") against Linda Lee ("Respondent"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Respondent which would subject Respondent's practical nurse license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On March 4, 2020, the Charges and Notice of Hearing, informing that a hearing had been scheduled for April 15, 2020, were sent by first class and certified mail to 52 Dyer Avenue, Canton, CT 06019 and by electronic mail ("e-mail") to lindalee09@hotmail.com, respectively, Respondent's mailing and email addresses of record on file with the Department. Bd. Ex. 2.

On April 7, 2020, a Notice of Hearing Postponement was sent in response to Governor Ned Lamont's March 10, 2020 public health and civil preparedness emergency declaration. Bd. Ex. 3.

On September 29, 2020, a Notice of Hearing ("Notice"), informing that the hearing was rescheduled to December 16, 2020, was sent to Respondent via electronic mail ("e-mail") to lindalee09@hotmail.com, Respondent's last known e-mail address of record.^{1 2} Bd. Ex. 4. The Notice sent via e-mail was not returned as undeliverable.

¹ The Governor's Executive Order No. 7M, dated May 27, 2020, modified Section 19a-9-18 of the Regulations of Connecticut State Agencies to permit delivery of notices of hearing to be sent by email only and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

² In accordance with § 19a-89 of the Statutes, "Whenever any person holding a license ... issued by the Department of Public Health changes his office or residence address, he shall, within thirty days thereafter notify said department of his new office or residence address." In this case, Respondent did not provide the Department with any notification of a change of address as required by § 19a-89 of the Statutes. Therefore, notice was sent to Respondent's last known e-mail address of record and service of notice to such address is deemed sufficient.

The hearing was held, as scheduled, on December 16, 2020. Respondent failed to appear and was not represented by counsel. Attorney Joelle Newton represented the Department. Transcript (“Tr.”) pp. 1-14.

Each member of the Board involved in this decision attests that she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of East Hartford, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut practical nurse license number 034478.
2. In paragraph 2 of the Charges, the Department alleges that at all times mentioned herein, Respondent was practicing nursing at The Orchards at Southington Assisted Living Mulberry Gardens (“the facility”) and was responsible for administering Patient #1’s medication. Said medications included Levetiracetam 1000 mg to be given in the morning and evening (“Levetiracetam”).
3. In paragraph 3 of the Charges, the Department alleges that from approximately August 17, 2018, through and/or including approximately August 21, 2018, Respondent failed to chart administration of Patient #1’s morning and/or evening dose(s) of Levetiracetam.
4. In paragraph 4 of the Charges, the Department alleges that subsequent to approximately August 22, 2018, Respondent inappropriately and/or falsely signed and backdated Patient #1’s medication administration records to reflect administration of Patient #1’s Levetiracetam without documenting that she was making late entries.
5. In paragraph 5 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Connecticut General Statute § 20-99(b) including, but not limited to:
 - a. § 20-99(b)(2);
 - b. § 20-99(b)(6) and/or,
 - c. § 20-99(b)(7).

Findings of Fact

1. The Department provided Respondent with reasonable and adequate written notice of the allegations contained in the Charges and the December 16, 2020 hearing. Bd. Ex. 1-4.
2. On December 16, 2020, the Board convened the scheduled hearing. Respondent did not appear at the hearing and did not request a continuance. Tr., pp. 1-14.

3. Respondent did not file an Answer to the Charges. Tr., p. 4.
4. The factual allegations contained in paragraphs 1 through 5 of the Charges are deemed admitted and true. Tr., pp. 9, 12.

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with respect to all of the allegations contained in the Charges.

Conn. Gen. Stat. §20-99 provides, in pertinent part,:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . . (6) fraud or material deception in the course of professional services or activities; (7) willful falsification of entries in any hospital, patient or other record pertaining to drugs, the results of which are detrimental to the health of a patient; . . .

In accordance with § 19a-9-20 of the Regulations, a hearing shall proceed, “at the time and place specified in the notice of hearing, notwithstanding any failure of Respondent to file an answer within the time provided. If no answer has been timely filed, the allegations shall be deemed admitted.” In this case, Respondent failed to file an Answer to the Charges and did not appear for the hearing to contest the allegations. Tr., p. 4; Bd. Ex. 1. Therefore, the allegations are deemed admitted, and the record establishes that the Department sustained its burden of proof with respect to all of the allegations in the Charges. Tr., pp. 4, 9, 12; Bd. Ex. 1; Department (“Dept.”) Ex. 1-11, Dept. Ex. 12 (sealed). Specifically, a preponderance of the evidence establishes that Respondent is a resident of East Hartford, Connecticut and holds Connecticut practical nurse license number 034478. Dept. Ex. 1 While practicing nursing at the facility, Respondent was responsible for administering Levetiracetam to Patient #1. Dept. Ex. 1-

11, Dept. Ex. 12 (sealed). A preponderance of the evidence further establishes that from approximately August 17, 2018 through August 21, 2018, Respondent failed to chart administration of Patient #1's morning and/or evening dose(s) of Levetiracetam. Dept. Ex. 1-11, Dept. Ex. 12 (sealed) Subsequent to approximately August 22, 2018, Respondent inappropriately and/or falsely signed and backdated Patient #1's medication administration records to reflect administration of Patient #1's Levetiracetam without documenting that she was making late entries in violation of Conn. Gen. Stat. §§ 20-99(b)(2), (6), and (7). Dept. Ex. 1-11, Dept. Ex. 12 (sealed).

The Board concludes that Respondent's conduct, as alleged in the Charges, and as deemed admitted and established by a preponderance of the evidence, constitutes grounds for disciplinary action pursuant to Conn. Gen Stat. §§ 20-99(a), 20-99(b)(2), (6), and (7), and 19a-17. The Board further concludes based upon a preponderance of the evidence that Respondent cannot practice as a licensed practical nurse with reasonable skill and safety.

Order

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby orders, with respect to license number 034478 held by Linda Lee, L.P.N., as follows:

1. Respondent's license number 034478 to practice as a practical nurse in the State of Connecticut is hereby **REVOKED**.
2. This Memorandum of Decision becomes effective upon signature.

The Board of Examiners for Nursing hereby informs Respondent, Linda Lee and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of _____, 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Concetta Mancini, R.N.
License No. 071967

Petition No. 2019-1109

MEMORANDUM OF DECISION

I

Procedural Background

On October 10, 2019, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 2. The Charges allege that Concetta Mancini ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") when she tested positive for a controlled drug without a valid prescription. This alleged violation subjects Respondent's registered nurse ("R.N.") license number 071967 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). *Id.*

Based on the allegations in the Charges, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on October 16, 2019 pursuant to Conn. Gen. Stat. § 4-182(c) and § 19a-17(c), the Board ordered that Respondent's R.N. license be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order.") Bd. Ex. 1.

On October 16, 2019, the Department mailed the Summary Suspension Order, Charges and Notice of Hearing ("Notice") to Respondent's attorney's office located at 280 Trumbull Street, 22nd floor, Hartford, Ct. Bd. Ex. 3. The correspondence was also sent by electronic mail to Attorney John P. Ambrosio at jdambrosio@cowderymurphy.com. *Id.* The Notice informed her attorney that the hearing was continued until November 20, 2019. Bd. Ex. 3.

On October 23, 2019, Attorney Ambrosio emailed, requesting a continuance of the November 20, 2019 hearing. Without objection from the Department, the Board granted the request for a continuance. Bd. Ex. 4. The hearing was continued to January 15, 2020. *Id.*

On January 10, 2020, Respondent filed an Answer to the Charges. Transcript (“Tr.”) p. 4; Bd. Ex. 5.

The hearing was held on January 15, 2020. Respondent appeared at the hearing and was represented by Attorney Ambrosio. Attorney Joelle Newton represented the Department.

On that same date, the Board voted to vacate the Summary Suspension Order of Respondent’s license, reinstate Respondent’s license, and place Respondent’s license under probation, pursuant to the terms and conditions of the September 17, 2017 Reinstatement Consent Order. *See*, page 5 of the January 15, 2020 minutes.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Plymouth, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 071967.
2. In paragraph 2 of the Charges, the Department alleges that in or about September 2017, Respondent’s nursing license was reinstated pursuant to a Reinstatement Consent Order in Petition No. 2017-365 (“Reinstatement Consent Order”). The Reinstatement Consent Order in part, placed her license on probation for four years and required her not to obtain or use alcohol in any form and to submit to random urine screens: (a) all of which must be negative; and (b) tested for Ethyl glucuronide (“EtG”). Respondent further agreed, in part, (a) that an EtG test report of an EtG [at a] level of 1000ng/ml or higher shall be deemed a positive screen for the presence of alcohol; and (b) that she would refrain from ingesting over the counter (“OTC”) cough or cold medicines.
3. In paragraph 3 of the Charges, the Department alleges that on or about August 26, 2019, Respondent’s urine tested positive for Tramadol without a valid prescription.
4. In paragraph 4 of the Charges, the Department alleges that on or about August 26, 2019, Respondent abused and/or utilized Tramadol to excess.
5. In paragraph 5 of the Charges, the Department alleges that Respondent’s abuse and/or excessive use of Tramadol does and/or may affect her practice as a nurse.

6. In paragraph 6 of the Charges, the Department alleges that Respondent's conduct as described above constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99 and constitutes violations of the terms of probation required by the Reinstatement Consent Order and subjects her license to revocation or other disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b), including but not limited to 20-99(b)(5).

III

Findings of Fact

1. Respondent of Plymouth, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 071967. Bd. Ex. 5.
2. In or about September 2017, Respondent's nursing license was reinstated pursuant to a Reinstatement Consent Order issued with respect to Petition No. 2017-365 ("Reinstatement Consent Order"). The Reinstatement Consent Order, in part, placed Respondent's R.N. license on probation for four years and prohibited Respondent from obtaining or using alcohol, in any form. The Reinstatement Consent Order also required Respondent to submit to random urine screens that would be tested for the presence of EtG. The results of the urine screens were required to be negative. The Reinstatement Consent Order specified that an EtG test reporting an EtG level of 1000ng/ml or higher would be deemed a positive screen for the presence of alcohol. Additionally, the Reinstatement Consent Order expressly stated that the Respondent was required to refrain from ingesting OTC cough or cold medicines. Department ("Dept.") Ex. 1, pp. 19-32.
3. On August 26, 2019, Respondent submitted to random urine screening. Tr. pp. 56-57. Dept. Ex. 1, pp. 7-9 (under seal); Dept. Ex. 2 (under seal). LabCorp, the testing laboratory, did not receive the specimen collected on August 26, 2019 until August 31, 2019. Bd. Ex. 5.
4. On September 6, 2019, Respondent's urine screen, positive for Tramadol, was reported to the Department. Dept. Ex. 1, pp. 1-4 (under seal).
5. Because the chain of custody urine specimen collected from Respondent on August 26, 2019 was not certified, the evidence is insufficient to establish that on August 26, 2019, Respondent's urine tested positive for Tramadol without a valid prescription. Dept. Ex. 1, p. 10; Dept. Ex. 2 (under seal); Bd. Ex. 5; Tr. pp. 61, 65-66 (under seal), 69-74.
6. The evidence is insufficient to establish that on August 26, 2019, Respondent abused and/or utilized Tramadol to excess.
7. The evidence is insufficient to establish that Tramadol does and/or may affect Respondent's practice as a nurse.
8. Respondent was a credible witness.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013). The Department sustained its burden of proof with regard to the allegations contained in paragraphs 1 and 2 of the Charges but failed to sustain its burden of proof with respect to the allegations contained in paragraphs 3, 4, 5, and 6 of the Charges. Findings of Fact (“FF”) 1-8.

Conn. Gen. Stat. § 20-99 provides, in pertinent part:

(a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17

(b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; . . .

Respondent admitted the allegations contained in paragraphs 1 and 2 of the Charges, but denied the allegations contained in paragraphs 3, 4, 5, and 6 of the Charges.

The record establishes, and Respondent admits, that she resides in Plymouth, Connecticut, and is the holder of Connecticut R.N. license number 071967. FF 1. Respondent also admitted that she entered into a Reinstatement Consent Order issued with respect to Petition No. 2017-365. FF 2. Thus, the Department satisfied its burden of proof with respect to the allegations contained in paragraphs 1 and 2 of the Charges.

The Department failed to sustain its burden of proof with respect to the allegations contained in paragraphs 3, 4, 5, and 6 of the Charges. FF 5-7.

In presenting its case, the Department relied upon the testimony of Lavita Sookram, the Department’s nurse consultant assigned to monitor Respondent’s compliance with the terms and conditions of the Reinstatement Consent Order. Tr. pp. 20-52.

Respondent testified on her own behalf. Tr. pp. 53-81.

The record establishes that Respondent reported to McCall Center for Behavioral Health (“McCall”) for random urine screening on August 26, 2019 and submitted a urine sample. FF 3. However, Respondent’s urine specimen collected on that date was not entered into

LabCorp's records and tested until August 31, 2019. Tr. pp. 44-45. Patti Palermo, Outpatient Counselor at McCall, failed to sign the requisition form on August 26, 2019, certifying that the specimen she received on that date was the specimen obtained from Respondent. Dept. Ex. 1, p. 9 (under seal). The laboratory results were reported to the Department on September 6, 2019. FF 4. Respondent argued that due to Ms. Palermo's omission, and several other LabCorp omissions on the form, the chain of custody documentation was defective. Bd. Ex. 5.

The record also establishes that on September 11, 2019, McCall informed the Department that there may have been a chain of custody issue with this urine specimen because the individual observing Respondent's submission of a urine sample did not sign the requisition form. Dept. Ex. 1, p. 10; Tr. pp. 32, 41.

The record demonstrates that McCall attempted to address the chain of custody issue by having Ms. Palermo state in writing that she was the person who received Respondent's urine specimen on August 26, 2019 and that she had failed to sign the requisition form. Dept. Ex. 1, p. 11; Tr. p. 33.¹

There is no evidence in the record that any chain of custody issues were conveyed to LabCorp, so the specimen was tested pursuant to routine procedures. Tr. pp. 38, 40, 48-49.

On September 6, 2019, the Department monitor, Lavita Sookram, notified Respondent via email that she tested positive for Tramadol and requested Respondent provide a copy of her prescription for Tramadol to the Department on or before September 20, 2019. Dept. Ex. 1, pp. 1, 3 (under seal). In an email to the Department monitor, Respondent asserted that the only way she could have tested positive for Tramadol was through her ingestion of two pills she received from a coworker that she believed were Tylenol. *Id.*

Respondent further explained in her email that, at the time, she was suffering from a "horrible headache" and she could not go home because her employer mandated her to work an additional shift at the facility where she has worked as a CNA for the past three and one-half years. Dept. Ex. 1, p. 13 (under seal); Tr. pp. 55-56. According to Respondent, her co-worker gave her two pills from a container that was labeled Tylenol and her coworker stated that the pills were Tylenol. *Id.* Respondent acknowledged her error in judgment by accepting

¹ On September 11, 2019, Ms. Palermo signed a note stating that she "supervised a UDS (urine drug screen) for [Respondent] on August 26, 2019." Bd. Ex. 5; Dept. Ex. 1, pp. 10-11. However, the Board finds that this statement is not probative, reliable, or conclusive as it was not notarized, and Ms. Palermo did not testify at the hearing to authenticate the note.

medication from her coworker. *Id.* She also stated in her written correspondence that she had not intentionally ingested Tramadol in almost ten (10) years and that until August 26, 2019, she had not had any of her urine screens test positive for Tramadol. *Id.*²

With regard to the allegations in paragraph 3 of the Charges, namely that on August 26, 2019, Respondent's urine tested positive for Tramadol without a valid prescription, Ms. Sookram's testimony corroborated Respondent's statements in her September 6, 2019 correspondence to the Department. Ms. Sookram testified that she had asked Respondent to provide a prescription for Tramadol or, if she did not have one, to provide the Department with a notarized statement from her coworker, attesting to the fact that she had provided the Respondent with two pills that were purportedly Tylenol. Tr. pp. 24-25. Respondent did not provide the Department a prescription for Tramadol because she had not knowingly or intentionally ingested Tramadol on August 26, 2019. *Id.* Ms. Sookram also testified that Respondent did not provide the Department with a notarized statement from her co-worker as requested. Ms. Sookram testified that Respondent informed her that her co-worker would not provide the Department with a notarized statement attesting that she had inadvertently given Respondent two pills that may have been Tramadol, rather than Tylenol, because her co-worker was not comfortable with submitting such a notarized statement. *Id.*

At the hearing, Respondent testified that her co-worker was not certain whether there was Tramadol in the Tylenol container (Tr. p. 75), however, according to Respondent, her co-worker had told her that she had taken Tramadol for a back injury approximately nine months prior. *Id.* Respondent testified that she could not "in good conscience" ask her coworker to give her a notarized statement if the co-worker was not certain what pills she gave to Respondent. Tr. p. 76. Respondent stated that her co-worker was afraid of jeopardizing her employment with the State of Connecticut and that her co-worker did not want to get involved in Respondent's case. Tr. pp. 75-80.

Respondent credibly denied that she had ever used or abused Tramadol intentionally or knowingly or asked anyone for Tramadol without a valid prescription. Tr. p. 61. As previously noted, Respondent did not disclose Tramadol as one of the medications she was prescribed. However, Respondent did specifically list the medications that she was then prescribed. Dept.

² Respondent submitted laboratory reports dating back to August 2018. None of those specimens tested positive for Tramadol. Respondent Ex. 1, pp. 1-54 (under seal).

Ex. 2 (under seal). Respondent also testified that she does not take Tramadol because she is prescribed a medication and the use of Tramadol, in conjunction with the medication, is contraindicated and could be dangerous to her health. Moreover, Respondent testified that due to a neurological condition that makes her vulnerable to seizures, albeit low risk, ingesting Tramadol with her other prescribed medication would make her susceptible to seizures. Tr. pp. 65-66 (under seal). Moreover, Respondent credibly testified that she was not certain that the pills her co-worker gave her for her headache were in fact Tramadol, but she was certain that this was the first time she had taken medication from a container that she had not purchased personally or had been prescribed. Tr. p. 69.

Respondent testified that she did not experience any of the expected side effects that would have resulted from taking Tramadol with her other daily prescription medication, such as headache, vomiting, or seizures. Tr. p. 73. Respondent testified that based on the absence of those side effects, she is now even more certain that she did not take Tramadol on August 26, 2019. Tr. pp. 73-74. Respondent testified that she cannot explain the September 6, 2019 positive Tramadol result from the urine specimen because she does not know what happened to her urine specimen after it left McCall Center for Behavioral Health. Tr. pp. 69-74. Thus, the Board finds that the Department did not sustain its burden of proof by a preponderance of the evidence that on August 26, 2019, Respondent abused and/or utilized Tramadol to excess. The Department also failed to meet its burden of proof that Respondent's practice as a nurse would be affected by her abuse and/or excessive use of Tramadol. Therefore, the Board finds that Respondent's conduct as alleged, but not proven by a preponderance of the evidence, does not constitute a violation of the terms of her probation as required by the Reinstatement Consent Order, dated September 20, 2017.

V

Order

Based on the record in this case, the above findings of fact and conclusions of law, and pursuant to the authority vested in it by Conn. Gen. Stat. §§ 19a-17(a)(1), (2) and (5), and § 20-99(b), the Board dismisses the Charges in this matter (Petition No. 2019-1109), and orders that Respondent's license number 071967 shall remain on probation under the same terms and conditions of the Reinstatement Order in Petition No. 2017-365, dated September 20, 2017.³

This Memorandum of Decision becomes effective as of the date of signature.

The Board hereby informs Respondent, Concetta Mancini, and the Department of this decision.

Dated at Waterbury, Connecticut this _____ day of June 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

³ For ease of reference, a copy of the 2017 Reinstatement Order is attached.

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Danielle Miranda, R.N.
License No. 086494

Petition No. 2020-605

MEMORANDUM OF DECISION

I

Procedural Background

On September 1, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Danielle Miranda ("Respondent"), which would subject Respondent's registered nurse ("R.N.") license number 086494 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On September 1, 2020, the Department filed a Motion for Summary Suspension ("Motion") with the Board. Bd. Ex. 2. Based on the allegations in the Charges and the affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on September 16, 2020, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered Respondent's registered nurse license number 086494 be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On September 17, 2020, the Department mailed the Summary Suspension Order, Charges and Notice of Hearing ("Notice") to Respondent's email address of record on file with the Department at danibelle92@gmail.com. Bd. Ex. 4.¹

The hearing convened on October 21, 2020 via video conference. Respondent was present at the hearing and was self-represented. Transcript ("Tr.") pp. 3-4. Attorney Diane Wilan represented the Department.

At the hearing, Respondent orally answered the Charges on the record. Tr. pp. 6-12.

¹ On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, Conn. State Agencies § 19a-9-18 was modified to permit delivery of notices of hearing to be sent solely by email and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, Respondent of East Haven, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut registered nurse license number 086494.
2. In paragraph 2 of the Charges, the Department alleges that on April 15, 2020, the Connecticut Board of Examiners ("the Board") issued a Memorandum of Decision in Petition Number 2019-87 that placed Respondent's registered nurse license on probation for a period of four years. Such disciplinary action was based upon proof of Respondent's abuse and/or excessive use of alcohol, cocaine and/or valium, which does, and/or may affect her practice as a nurse.
3. In paragraph 3 of the Charges, the Department alleges that said Memorandum of Decision specifically provided in paragraph 1M that Respondent shall submit to observed, random chain of custody urine screens for alcohol and drugs for the entire probationary period, and, in paragraph 1M(4), that such screens shall be negative for the presence of alcohol and drugs.
4. In paragraph 4 of the Charges, the Department alleges that said Memorandum of Decision specifically provided in paragraph 1N that Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for her for a legitimate purpose, by a licensed health care practitioner authorized to prescribe medications, and that Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.
5. In paragraph 5 of the Charges, the Department alleges that on or about June 9, 2020, Respondent tested positive for cocaine.
6. In paragraph 6 of the Charges, the Department alleges that on or about June 12, 2020, Respondent failed to re-test when she was called to do so.
7. In paragraph 7 of the Charges, the Department alleges that on or about June 16, 2020, June 18, 2020 and/or June 25, 2020, Respondent provided misleading information to the Department regarding her positive toxicology report.

8. In paragraph 8 of the Charges, the Department alleges that on or about June 25, 2020, Respondent retracted her previous statements and informed the Department that she had used illegal mushrooms that were contaminated or laced with cocaine on or about June 8, 2020.
9. In paragraph 9 of the Charges, the Department alleges that on or about August 5, 2020, Respondent tested positive for metabolites of alcohol, ethyl glucuronide and ethyl sulfate.
10. In paragraph 10 of the Charges, the Department alleges that Respondent's conduct as described above constitute violations of the terms of probation as set forth in the Memorandum of Decision, and subjects respondent's license to revocation or other disciplinary action authorized by Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

III

Findings of Fact

1. Respondent of East Haven, Connecticut is, and has been at all times referenced in the Charges, the holder of Connecticut registered nurse license number 086494. Tr. pp. 6-7.
2. On April 15, 2020, the Board issued a Memorandum of Decision in Petition Number 2019-87 that placed Respondent's registered nurse license on probation for a period of four years. Such disciplinary action was based upon the Board's finding that Respondent's abuse and/or excessive use of alcohol, cocaine and/or valium, does, and/or may, affect her practice as a nurse. Tr. pp. 7-8; Department ("Dept.") Ex. 1, pp. 6-13.
3. Said Memorandum of Decision specifically provides in paragraph 1M that Respondent shall submit to observed, random, chain of custody urine screens to test for the presence of alcohol and/or drugs for the entire probationary period, and pursuant to paragraph 1M(4), that such screens are required to be negative for the presence of alcohol and/or drugs. Tr. pp. 9-10; Dept. Ex. 1, p. 11.
4. Said Memorandum of Decision specifically provides in paragraph 1N that Respondent shall not obtain for personal use and/or use alcohol or any drug that has not been prescribed for her for a legitimate purpose, by a licensed health care practitioner authorized to prescribe medications, and that Respondent shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose. Tr. p. 10; Dept. Ex.1, p. 12.
5. On June 9, 2020, Respondent tested positive for cocaine. Tr. pp. 10, 33; Dept. Ex. 1, p. 34; Dept. Ex. 1, pp. 4, 5, 16-19 (under seal).
6. On June 12, 2020, Respondent failed to re-test when she was called to do so. Tr. pp. 10-11, 36.
7. On June 16, 18, and 25, 2020, Respondent provided misleading information to the Department regarding her positive toxicology report. Tr. p. 11; Dept. Ex. 1, pp. 34-35.

8. On June 25, 2020, Respondent retracted her previous misleading statements and informed the Department that on or about June 8, 2020, she consumed illegal mushrooms that were contaminated or laced with cocaine. Tr. pp. 34-35; Dept. Ex. 1, p. 37.
9. On August 5, 2020, Respondent tested positive for metabolites of alcohol, ethyl glucuronide and ethyl sulfate. Tr. pp 11-12; Dept. Ex. 1, pp. 37, 43, 47; Dept. Ex. 1, pp. 5, 44-45 (under seal).

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727 (2013). The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following. . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; . . .

Respondent admitted to all of the allegations contained in the Charges, with the exception of certain parts of the allegations contained in paragraph 2 of the Charges. Specifically, Respondent admits that on April 15, 2020, the Board issued a Memorandum of Decision with respect to the Department's Petition Number 2019-87 and that said Memorandum of Decision placed her license on probation for four years. Tr. p. 8. However, Respondent denied that such disciplinary action was based on proof of her excessive use of alcohol, cocaine and/or valium. *Id.* Respondent testified that she was not able to argue that her substance abuse did not affect her practice as a nurse.² However, the record is devoid of any evidence to corroborate Respondent's claims that her substance abuse did not affect her practice as a nurse. Therefore, the Board finds

² Presumably, Respondent is referring to her testimony at the September 18, 2019 hearing.

that with respect to all of the allegations contained in the Charges, the Department sustained its burden of proof by a preponderance of the evidence. Findings of Fact (“FF”) 1-9.

With respect to the allegations contained in paragraphs 3 and 4 of the Charges, the Department sustained its burden of proof by a preponderance of the evidence. The record establishes, and Respondent admits, that the Memorandum of Decision specifically provides in paragraph 1M that Respondent shall submit to observed, random, chain of custody urine screens for alcohol and drugs and that said screens shall be negative for alcohol and drugs for the entire probationary period. With respect to paragraph 1N in the Memorandum of Decision, the Memorandum of Decision specifically prohibits Respondent from obtaining and/or using alcohol or any drug for her personal use that has not been prescribed for her for a legitimate purpose and that she shall not abuse or use any drugs excessively that are prescribed for her for a legitimate purpose. FF 3-4. Thus, the Department sustained its burden of proof with respect to the allegations contained in paragraphs 3 and 4 of the Charges.

With respect to the allegations contained in paragraph 5 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that on June 9, 2020, her urine screens tested positive for cocaine. FF 5. The record further establishes that while Respondent changed her explanation regarding why she tested positive for cocaine, at no time did Respondent ever deny the positive test results or dispute the accuracy of the toxicology report. Thus, the Department sustained its burden of proof with respect to the allegations contained in paragraph 5 of the Charges.

With respect to the allegations contained in paragraph 6 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that on June 12, 2020, Respondent failed to report for retesting when she was called to do so. FF 6. The record establishes that Respondent was out of town when she was called to report for retesting. The Department monitor/compliance officer testified that subsequent to the retesting date, Respondent provided documentation to the Department of her hotel reservation and explained why she was not available for retesting on June 12, 2020. Tr. pp. 36-37. At no time did Respondent deny that she did not appear for testing on the retesting date. Therefore, the Department met its burden of proof with respect to the allegation contained in paragraph 6 of the Charges.

With respect to the allegations contained in paragraph 7 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that on June 16, 18, and 25, 2020, Respondent provided misleading information to the Department regarding her positive toxicology report. FF 7. The record establishes that Respondent initially told the Department monitor/compliance officer that after she discovered what appeared to be cocaine on her kitchen counter and in her bathroom, she inadvertently ingested cocaine when she “licked it” to confirm that it was cocaine. Dept. Ex. 1, p. 34. On June 25, 2020, Respondent recanted this version of events. Therefore, the Department met its burden of proof with respect to the allegation contained in paragraph 7 of the Charges.

With respect to the allegations contained in paragraph 8 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that on June 25, 2020, she retracted her previous misleading statements that purported to explain why her June 9, 2020 toxicology screen was positive for cocaine and informed the Department that on June 8, 2020, she consumed illegal mushrooms that were contaminated or laced with cocaine. FF 8. The record further establishes that on June 25, 2020, the Department monitor memorialized her discussion with Respondent in an email addressed to Respondent. The email documents that Respondent admitted that she had “consumed mushrooms the previous night to testing” and that she “suspected that the mushrooms were laced with cocaine and that is why she tested positive for cocaine.” Dept. Ex.1, p. 35. Subsequently, Respondent filed a written statement with the Department to elaborate on her previous conversation with the Department monitor. In her June 25, 2020 email, Respondent stated that in her search for holistic treatments, she tried the mushrooms, not knowing what was in them or where they came from. Respondent insisted that she did not ingest cocaine intentionally. *See*, Dept. Ex. 1, pp. 36-38. Therefore, the Department sustained its burden of proof with respect to the allegation contained in paragraph 8 of the Charges.

Regarding the allegations contained in paragraph 9 of the Charges, the Department sustained its burden of proof. The record establishes, and Respondent admits, that on August 5, 2020, she tested positive for metabolites of alcohol, ethyl glucuronide and ethyl sulfate. FF 9. The Department monitor testified that in an email written by Respondent and sent to the Department, Respondent explained that on August 4, 2020, she consumed marinated steak tips that were marinated in honey bourbon and merlot. Dept. Ex. 1, p. 47. Respondent also

consumed penne ala vodka, never suspecting that she would be tested the next day and that her urine screen would test positive for alcohol. Respondent insisted that she did not “ingest alcohol leisurely or in beverage form.” *Id.* Respondent did not deny or challenge the results of the August 5, 2020 toxicology results. Therefore, the Department sustained its burden of proof with respect to the allegation contained in paragraph 9 of the Charges.

Based on the totality of the evidence, and Respondent’s admissions, both prior to and at the hearing, it is uncontroverted that Respondent had a positive test results for cocaine and a positive test result for alcohol, within two months and four months, respectively, of the Board’s April 15, 2020 Memorandum of Decision. Therefore, the Department has established by a preponderance of the evidence that Respondent’s abuse or excessive use of controlled substances does, and/or may, affect her practice as a nurse.

The above-described conduct fails to conform to the standards of the nursing profession outlined in Conn. Gen. Stat. § 20-99(b)(5). Thus, the Board finds that Respondent’s above-described conduct constitutes violations of the probationary terms as set forth in the Memorandum of Decision, dated April 15, 2020 and that such violations constitute grounds for revocation or other disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). Based on the totality of the evidence, the Board finds that revocation of Respondent’s license is an appropriate remedy.

V
Order

Based on the record in this case, the above findings of fact and conclusions of law, the Board orders that Danielle Miranda’s license number 086494 to practice as a registered nurse in the State of Connecticut is revoked.

This Order is effective on the date it is signed by the Board.

The Board informs Respondent, Danielle Miranda, and the Department of this Decision.

Dated at Waterbury, Connecticut this _____ day of June 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Heather Spaulding, RN
License No. 072000

Petition No. 2019-1224

MEMORANDUM OF DECISION

Procedural Background

On March 13, 2020, the Department of Public Health ("Department") filed a Motion for Summary Suspension ("Motion") and a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board") against Heather Spaulding ("Respondent"). Board ("Bd.") Exhibit ("Ex.") 1, 2. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Respondent which would subject Respondent's registered nurse ("RN") license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On April 15, 2020, based on the allegations in the Charges and affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. On that date, the Board ordered, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), that Respondent's RN license be summarily suspended, pending a final determination by the Board of the allegations contained in the Charges. Bd. Ex. 3.

On April 15, 2020, the Motion, Charges, Summary Suspension Order, and Notice of Hearing, informing that a hearing was scheduled for May 20, 2020, were sent by electronic mail ("e-mail") to spauldinghs.509@gmail.com, served by State Marshal, and sent by first class mail to 29 Adair Street, Norwich, CT 06360, Respondent's address of record on file with the Department. Bd. Ex. 4; Department ("Dept.") Ex. 1, p. 24.

On April 24, 2020, Respondent filed an Answer to the Charges and provided a new e-mail address of record for the receipt of correspondence from the Department. Bd. Ex. 8.

Following Respondent's two requests for continuances, both of which were granted by the Board without objection from the Department, the hearing was scheduled for September 16, 2020. Bd. Exs. 5-7. The Board's ruling on the Request for Continuance and July 17, 2020

Notice of Hearing (“the Notice”), was sent to Respondent by e-mail to [hespld05@gmail.com](mailto:hesp1d05@gmail.com), Respondent’s new e-mail address of record.^{1 2} Bd. Ex. 7.

The hearing convened on September 16, 2020. Respondent failed to appear and was not represented by counsel. Attorney Joelle Newton represented the Department. Transcript (“Tr.”) pp. 1-9. Both parties were afforded the opportunity to present witnesses and evidence, examine and cross-examine witnesses, and provide argument on all issues.

Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Norwich, Connecticut, is the holder of Connecticut RN license number 072000.
2. In paragraph 2 of the Charges, the Department alleges that on or about November 17, 2018, Respondent abused and/or utilized to excess Xanax.
3. In paragraph 3 of the Charges, the Department alleges that in 2018, 2019, and 2020 Respondent was diagnosed with an emotional disorder and/or mental illness (“diagnosis”).
4. In paragraph 4 of the Charges, the Department alleges that Respondent’s diagnosis and/or abuse and/or excessive use of Xanax does, and/or may, affect her practice of nursing.
5. In paragraph 6 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. 20-99(b), including, but not limited to
 - a. § 20-99b(4), and/or,
 - b. § 20-99b(5).

¹ The Governor’s Executive Order No. 7M, dated May 27, 2020, modified Section 19a-9-18 of the Regulations of Connecticut State Agencies to permit delivery of notices of hearing to be sent by email only and to deem such notice to be effective and sufficient if sent to the party’s last known email address of record on file with the Department.

² In accordance with Conn. Gen. Stat. § 19a-89, “Whenever any person holding a license . . . issued by the Department of Public Health changes his office or residence address, he shall, within thirty days thereafter notify said department of his new office or residence address.” In this case, Respondent provided the Department with notification of a change of her e-mail address, as required by Conn. Gen. Stat § 19a-89. Therefore, the Notice was sent to Respondent’s last known address of record and such notice is deemed sufficient. Bd. Ex. 7.

Findings of Fact

1. Respondent resides in Norwich, Connecticut, and is the holder of Connecticut RN license number 072000. Bd. Ex. 8; Dept. Ex. 1 (sealed).
2. On or about November 17, 2018, Respondent abused and/or utilized to excess Xanax. Bd. Ex. 8, Dept. Ex. 1 (sealed).
3. In 2018, 2019, and 2020, Respondent was diagnosed with an emotional disorder and/or mental illness (“diagnosis”). Bd. Ex. 8; Dept. Ex. 1 (sealed)
4. Respondent’s diagnosis and/or abuse and/or excessive use of Xanax does, and/or may, affect her practice of nursing. Dept. Ex. 1 (sealed).

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with respect to all of the allegations contained in the Charges.

Conn. Gen. Stat. §20-99 provides, in pertinent part,:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (4) emotional disorder or mental illness; (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals; . . .

In her Answer, Respondent admitted to the mental illness and substance abuse alleged in paragraphs 1, 2, and 3 of the Charges, but denied that her diagnosis and abuse and/or excessive use of Xanax does, and/or may, affect her practice of nursing, as alleged in paragraph 4 of the Charges. Bd. Ex. 8. In support of its allegations, the Department submitted an investigative report detailing Respondent’s mental illness and substance abuse. Dept. Ex. 1 (sealed). The evidence establishes that the last reported assessment of Respondent’s ability to practice nursing was in January 2020. Dept. Ex. 1, p. 3 (sealed). At that time, Respondent’s doctor noted that

due to Respondent's emotional instability, she had not been able to keep a job for more than a few weeks or months, and that "her general ability to handle a current job interaction or gainful employment is markedly impaired." Dept. Ex. 1, p. 3 (sealed).

In light of such evidence, the Department sustained its burden of proof that Respondent's diagnosis and abuse and/or excessive use of Xanax affects her practice as a nurse in violation of Conn. Gen. Stat. § 20-99(b) (4) and (5). As such, absent any evidence of Respondent's improvement and ability to manage her conditions since January 2020, the Board finds that it must impose disciplinary action that protects the health and safety of the public.

The Board concludes that Respondent's conduct, as alleged in the Charges, constitutes grounds for disciplinary action pursuant to Conn. Gen Stat. §§ 20-99(a), 20-99(b)(4) and (5), and 19a-17. The Board further concludes that a preponderance of the evidence establishes that Respondent cannot practice as an RN with reasonable skill and safety.

Order

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby orders, with respect to license number 072000 held by Heather Spaulding, RN, as follows:

1. Respondent's license number 072000 to practice as a licensed practical nurse in the State of Connecticut is hereby **REVOKED**.
2. This Memorandum of Decision becomes effective upon signature.

The Board of Examiners for Nursing hereby informs Respondent, Heather Spaulding, RN, and the Department of this decision.

Dated at Hartford, Connecticut this _____ day of _____, 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Jessica D. Vitale, R.N.
License No. 076296

Petition No. 2020-669

MEMORANDUM OF DECISION

Procedural Background

On October 30, 2020, the Department of Public Health ("Department") filed a Motion for Summary Suspension ("Motion") and a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board") against Jessica D. Vitale ("Respondent"). Board ("Bd.") Exhibit ("Ex.") 1, 2. The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Respondent which would subject Respondent's registered nurse ("RN") license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On November 18, 2020, based on the allegations in the Charges and affidavits and reports attached to the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety. On that date, the Board ordered, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), that Respondent's RN license be summarily suspended, pending a final determination by the Board of the allegations contained in the Charges. Bd. Ex. 3.

On November 21, 2020, the Motion, Charges, Summary Suspension Order, and Notice of Hearing, informing that a hearing had been scheduled for December 16, 2020, were sent by electronic mail ("e-mail") to Respondent at Vitjd0328@gmail.com, her last known e-mail address of record.^{1 2} The documents sent via e-mail were not returned as undeliverable.

¹ The Governor's Executive Order No. 7M, dated May 27, 2020, modified Section 19a-9-18 of the Regulations of Connecticut State Agencies to permit delivery of notices of hearing to be sent by email only and to deem such notice to be effective and sufficient if sent to the party's last known email address of record on file with the Department.

² In accordance with § 19a-89 of the Statutes, "Whenever any person holding a license ... issued by the Department of Public Health changes his office or residence address, he shall, within thirty days thereafter notify said department of his new office or residence address." In this case, Respondent did not provide the Department any notification of a change of address as required by § 19a-89 of the Statutes. Therefore, notice was sent to Respondent's last known e-mail address of record, and service of notice to such address is deemed sufficient.

The hearing was held as scheduled on December 16, 2020. Respondent failed to appear and was not represented by counsel. Attorney Joelle Newton represented the Department. Transcript ("Tr.") pp. 1-10.

Respondent did not file an Answer to the Charges. Tr., p. 4. Attorney Newton orally moved to deem the allegations admitted and the Board granted her oral motion. Tr., p. 8.

Each member of the Board involved in this decision attests that he or she was present at the hearing, or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board's specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Wallingford, Connecticut, is the holder of Connecticut RN license number 076296.
2. In paragraph 2 of the Charges, the Department alleges that on or about July 18, 2019, Respondent fraudulently and inappropriately signed a physician's name on a prescription form made out to individual #1 for oxycodone ("fraudulent prescription"). Respondent thereafter attempted to fill the fraudulent prescription at a local pharmacy.
3. In paragraph 3 of the Charges, the Department alleges that the above-referenced conduct does and/or may affect Respondent's practice of nursing.
4. In paragraph 4 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Connecticut General Statute § 20-99, including but not limited to § 20-99(b)(2).

Findings of Fact

1. The Department provided Respondent with reasonable and adequate written notice of the allegations contained in the Charges and the December 16, 2020 hearing held with respect to the Charges. Bd. Ex. 1-4; Dept. Ex. 1, p. 24; Tr., pp. 1-6.
2. On December 16, 2020, the Board convened the scheduled hearing. Respondent did not appear at the hearing and did not request a continuance. Tr., pp. 1-10.
3. Respondent did not file an Answer to the Charges. Tr. p. 4.
4. The factual allegations contained in paragraphs 1 through 4 of the Charges are deemed admitted and true. Tr. p. 8.

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with respect to all of the allegations contained in the Charges.

Conn. Gen. Stat. §20-99 provides, in pertinent part,:

- (a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17. . . .
- (b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . .

In accordance with § 19a-9-20 of the Regulations, a hearing shall proceed, “at the time and place specified in the notice of hearing, notwithstanding any failure of Respondent to file an answer within the time provided. If no answer has been timely filed, the allegations shall be deemed admitted.” In this case, Respondent failed to file an Answer to the Charges and did not appear for the hearing to contest the allegations. Thus, the allegations are deemed admitted and the record establishes that the Department sustained its burden of proof with respect to all of the allegations in the Charges. Tr., p. 5; Department (“Dept.”) Ex. 1, 2. Specifically, a preponderance of the evidence establishes that Respondent resides in Wallingford, Connecticut and holds Connecticut RN license number 076296. (Dept. Ex. 1-7) On or about July 18, 2019, Respondent fraudulently and inappropriately signed a physician’s name on a prescription form made out to individual #1 for oxycodone and thereafter, attempted to fill it at a local pharmacy. (Dept. Ex. 1, 2) Such conduct affects Respondent’s practice of nursing (Dept. Ex. 1-7) in violation of Conn. Gen. Stat. § 20-99(b)(2).

The Board concludes that Respondent’s conduct, as alleged in the Charges, and as deemed admitted and established by a preponderance of the evidence, constitutes grounds for disciplinary action pursuant to Conn. Gen Stat. §§ 20-99(a) and 20-99(b)(2), and 19a-17. The

Board further concludes based upon a preponderance of the evidence that Respondent cannot practice as a registered nurse with reasonable skill and safety.

Order

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby orders, with respect to license number 076296 held by Jessica D Vitale, RN, as follows:

1. Respondent's license number 076296 to practice as a registered nurse in the State of Connecticut is hereby **REVOKED**.
2. This Memorandum of Decision becomes effective upon signature.

The Board of Examiners for Nursing hereby informs Respondent, Jessica D. Vitale, RN, and the Department of this decision.

Dated at Hartford, Connecticut this _____ day of _____, 2021.

BOARD OF EXAMINERS FOR NURSING

By _____
Patricia C. Bouffard, D.N.Sc., Chair

MEMORANDUM

TO: Connecticut Board of Examiners for Nursing

FROM: Dana Dalton, RN, MSN, CMBI
Supervising Nurse Consultant

Date: June 16, 2021

RE: Patricia Winter

Profession: APRN

Petition Number: 2021-487

REINSTATEMENT REQUEST

1. The respondent was first licensed as a RN in CT on 8/30/84 and as an APRN on 9/21/99. The respondent voluntarily surrendered her license on 8/7/18 after self-reporting that her ANCC certification had lapsed in 2000. Respondent attested on her 2017 renewal that she was certified, and on renewals prior to 2017 she attested to satisfying renewal requirements. During the investigation of 2017-886 the respondent identified she was not aware she required certification as she believed she was grandfathered. When she became aware of the requirement she could not recertify as they had retired the Adult exam and she now needed a certificate in Gerontology to be eligible for the exam again.
2. Respondent obtained a Post Masters Certificate from Western Connecticut University in the Fall of 2020 and was certified by the American Academy of Nurse Practitioners Certification Board as an Adult-Gerontology Primary Care Nurse Practitioner on May 10, 2021.
3. Respondent is requesting reinstatement of her APRN license.
4. In accordance with the language in her VS, the Department is seeking the BOENs advice as to whether respondent's license shall be reinstated with disciplinary action or if the prior surrender of her license is sufficient to reinstate her APRN license without further discipline.

From: [Dalton, Dana](#)
To: [Kardys, Jeffrey](#)
Subject: Fwd: Revised letter. This one is better.
Date: Tuesday, June 08, 2021 6:25:03 PM

From: patty winter <patch2362@gmail.com>
Sent: Tuesday, June 8, 2021 5:25 PM
To: Dalton, Dana
Subject: Revised letter. This one is better.

EXTERNAL EMAIL: This email originated from outside of the organization. Do not click any links or open any attachments unless you trust the sender and know the content is safe.

To Whom it May Concern,

I am writing this letter on my own behalf to ask the board for prompt consideration in regard to reissuing my APRN license. In 2018 I surrendered my license because, initially, I was overwhelmed at the notion of going back to school at this stage of my life in order to earn the postgraduate degree required to take my boards and recertify. After about 6 months I rethought this decision because practicing as an NP had been part of my identity for 32 years and I desperately missed serving patients in that capacity. It was then that I resolved to do whatever was necessary to obtain my license. I worked incredibly hard to climb back, further my education, and recertify. Strikingly, it was during this journey that I found my true passion in oncology and I am presently pursuing a job opportunity in that specialty.

In surrendering my license, I paid a steep price professionally, emotionally, and financially, and I hope that the board can consider this discipline enough for my actions. Please know that I am absolutely clear on all of my obligations going forward with regard to keeping my license in good standing. I look forward to the board's determination in my case and I thank you all for your consideration of my circumstances.

Sincerely,

Patricia Winter

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Kimberly Lemire, RN

Petition No. 2019-1237

June 3, 2021

MOTION FOR RECONSIDERATION MEMORANDUM OF DECISION

Pursuant to Connecticut General Statutes §4-181a(a), the Department of Public Health moves the Connecticut Board of Examiners for Nursing to reconsider the Memorandum of Decision issued in the above-captioned matter to include tolling language in its Order.

The Department respectfully requests including the following language in the Memorandum of Decision, effective immediately:

1. If respondent does not practice nursing for periods of thirty (30) consecutive days or longer, respondent shall notify the Department in writing. Such periods of times shall not be counted in reducing the probationary period required by the Memorandum of Decision and such terms shall be held in abeyance, and respondent shall not be responsible for complying with the terms of probation. If respondent resumes the practice of nursing, respondent shall provide the Department with thirty (30) days prior written notice. Respondent shall not return to the practice of nursing without written pre-approval from the Department. Respondent agrees that the Department may require additional documentation and/or require respondent to satisfy other conditions or terms as a condition precedent to respondent's return to practice. Any return to the practice of nursing without written pre-approval from the Department and shall

constitute a violation of the Memorandum of Decision and subject respondent to further disciplinary action.

2. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department. During such time, respondent shall not be responsible for complying with the terms of probation required by the Memorandum of Decision, and such time shall not be counted in reducing the probationary period. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved in writing by the Department. If respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all other terms and conditions of the Memorandum of Decision.

Respectfully submitted,

THE DEPARTMENT OF PUBLIC HEALTH

Joelle C. Newton

Joelle C. Newton, Staff Attorney
Office of Legal Compliance

ORDER

The foregoing motion having been duly considered by the Connecticut Board of Examiners for Nursing, it is hereby GRANTED/DENIED.

Dated at Hartford, Connecticut this _____ day of _____, 2021.

Connecticut Board of Examiners for Nursing

CERTIFICATION

This certifies that on 6/3/2021 this motion was sent to the Department of Public Health, Public Health Hearing Office, 410 Capitol Avenue, Hartford, Connecticut and emailed to respondent, kimberly.lemire@yahoo.com.

Joelle C. Newton

Joelle C. Newton, Staff Attorney

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

PUBLIC HEALTH HEARING OFFICE

April 26, 2021

Kimberly Lemire
46 Reservoir Road
Pascoag, RI 02859

VIA EMAIL ONLY (kimberly.lemire@yahoo.com)

Joelle Newton, Staff Attorney
Department of Public Health
410 Capitol Avenue, MS #12LEG
PO Box 340308
Hartford, CT 06134-0308

Via EMAIL ONLY

RE: Kimberly Lemire, RN - Petition No. 2019-1237

Dear Ms. Lemire and Attorney Newton,

Enclosed please find the Memorandum of Decision issued by the **Board of Examiners for Nursing** in the above-referenced matter.

Sincerely,

/s/ *Jeffrey A. Kardys*

Jeffrey A. Kardys
Administrative Hearings Specialist
Public Health Hearing Office

c: Susan Castonguay, Assistant Attorney General, Office of the Attorney General
Christian Andresen, Section Chief, Practitioner Licensing and Investigations, DPH
Deborah Brown, Health Program Assistant, Department of Public Health
Lavita Sookram, RN, DPH Monitoring Unit



Phone: (860) 509-7566 • Fax: (860) 707-1904
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
www.ct.gov/dph

Affirmative Action/Equal Opportunity Employer



**STATE OF CONNECTICUT
BOARD OF EXAMINERS FOR NURSING**

Kimberly Lemire, R.N.
License No. 155761

Petition No. 2019-1237

MEMORANDUM OF DECISION

I

Procedural Background

On May 7, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). Board ("Bd.") Exhibit ("Ex.") 1. The Charges allege violations of Chapter 378 of the General Statutes of Connecticut ("Conn. Gen. Stat.") by Kimberly Lemire ("Respondent"), which would subject Respondent's registered nurse ("R.N.") license no. 155761 to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17 and §§ 20-99(b)(2), 20-99(b)(6) and/or 20-99(b)(7).

On May 20, 2020, the Department filed a Motion for Summary Suspension Order ("Motion") regarding Respondent's practice and the active status of her R.N. license. Bd. Ex. 2. Based on the allegations in the Charges and the affidavits and reports accompanying the Motion, the Board found that Respondent's continued nursing practice presented a clear and immediate danger to public health and safety and on the same date, ordered pursuant to Conn. Gen. Stat. § 4-182(c) and § 19a-17(c), that Respondent's license be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 2.

On May 22, 2020, the Charges, Notice of Hearing ("Notice") and Summary Suspension Order were mailed to Respondent, by certified and first-class mail to her address of record on file with the Department—46 Reservoir Road, Pascoag, RI 02859. Bd. Ex. 3. On June 1, 2020, the United States Postal Service's tracking records document that a delivery attempt of the certified mail was unsuccessful and was returned to the Pascoag post office for redelivery or pickup. Bd. Ex. 40. Also, on May 22, 2020, the Charges, Notice, and Summary Suspension Order were transmitted to Respondent via her email address at kimberly.lemire@yahoo.com.

The hearing was held on June 17, 2020. Respondent was present at the hearing but was not represented by legal counsel. Attorney Joelle Newton represented the Department.

Inasmuch as Respondent did not answer the Charges within 14 days from the date of the Notice, Attorney Newton orally moved to deem the allegations admitted. Transcript (“Tr.”) p. 5. The Board denied the Department’s motion (Tr. pp. 5-6) and Respondent orally answered the Charges on the record. Tr. pp. 6-11.

Following the close of the record, the Board conducted fact finding.

Each member of the Board involved in this decision attests that he or she was present at the hearing or has reviewed the record, and that this decision is based entirely on the record, the law, and the Board’s specialized professional knowledge in evaluating the evidence. *Pet v. Department of Health Services*, 228 Conn. 651 (1994).

II

Allegations

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Pascoag, RI¹, and has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 155761.
2. In paragraph 2 of the Charges, the Department alleges that on various occasions between October 2018 and April 2019, while practicing nursing at Mount St. Rita Health Centre, Cumberland, Rhode Island,² Respondent:
 - a. failed to document completely, properly and/or accurately medical or hospital records, including, but not limited to, documenting withdrawal of controlled substance medications without corresponding documentation of administration and/or documenting the waste of controlled substances without a witness’s co-signatures;
 - b. failed to administer and/or document properly the administration of controlled substance medications to patients;
 - c. failed to waste controlled substance medications properly; and/or
 - d. falsified, maintained and/or improperly documented one or more Controlled Substance Disposition Records (“CSDR”).

¹ The Charges erroneously listed Watertown, CT as Respondent’s address. Respondent testified that she has never lived in CT. Tr. pp. 6-7.

² There is no evidence in the record that the allegations contained in the Charges pertaining to Respondent’s licensure and employment in Rhode Island facilities were subjected to any disciplinary action by Rhode Island’s duly authorized professional disciplinary agency. As such, the Board has no jurisdiction to take disciplinary action on Respondent’s Connecticut nursing license based on the alleged conduct in Rhode Island. Therefore, the allegations concerning Respondent’s nursing practice in RI facilities are dismissed and are not considered by the Board.

3. In paragraph 3 of the Charges, the Department alleges that on various occasions in September and/or October 2019, while practicing nursing at Bayview Health Care Center, Waterford, CT, Respondent:
 - a. failed to document completely, properly and/or accurately medical or hospital records;
 - b. failed to safeguard controlled substance medications appropriately in the medication cart; and/or
 - c. falsified, maintained and/or improperly documented one or more CSDRs.

4. In paragraph 4 of the Charges, the Department alleges that on various occasions between October and December 2018, while practicing nursing at Pine Grove Healthcare Center in Pascoag, RI,³ Respondent:
 - a. denied a patient pain medication after said patient reported that he was in pain and requested pain medication;
 - b. diverted Oxycodone from hospital stock;
 - c. failed to administer and/or document administration properly of controlled substances to patients;
 - d. falsified, maintained and/or improperly documented one or more CSDRs; and/or
 - e. failed to waste controlled substances properly.

5. In paragraph 5 of the Charges, the Department alleges that on various occasions between July 2017 and October 2018, while practicing nursing at Overlook Healthcare Center, Pascoag, RI⁴ Respondent:
 - a. failed to waste controlled substances properly;
 - b. falsified, maintained and/or documented one or more CSDRs improperly;
 - c. failed to waste controlled substances properly.

6. In paragraph 6 of the Charges, the Department alleges that on various occasions between October and November 2019, while practicing nursing at Villa Maria Nursing and Rehabilitation Center, in Plainville, CT, Respondent:
 - a. failed to administer and/or document properly administration of controlled substances to patients;
 - b. falsified, maintained and/or documented improperly one or more CSDRs;
 - c. failed to waste controlled substances properly;
 - d. failed to safeguard controlled substance medications appropriately; and/or
 - e. falsified a CSDR by signing another person's name as a witness to wasting controlled substance medication ("waste") when, in fact, the person whose name was signed did not witness the waste.

³ See, footnote no. 2.

⁴ See, footnote no. 2.

7. In paragraph 7 of the Charges, the Department alleges that in January 2020, while practicing nursing at Three Rivers Healthcare, in Norwich, CT, Respondent:
 - a. failed to safeguard controlled substance medications appropriately; and/or
 - b. falsified, maintained and/or documented one or more CSDRs improperly.
8. In paragraph 8 of the Charges, the Department allege that Respondent's practice of nursing falls below the standard of care in one or more of the following ways, including, but not limited to, practicing nursing in a substandard and/or careless manner.
9. In paragraph 9 of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b)(2), 20-99(b)(6) and/or 20-99(b)(7).

III

Findings of Fact

1. Respondent of Watertown, CT⁵, has been at all times, as referenced in the Charges, the holder of Connecticut R.N. license number 155761. Tr. pp. 6-7.
2. On various occasions in September and/or October 2019, while practicing nursing at Bayview Health Care Center, Waterford, CT, Respondent:
 - a. failed to document completely, properly and/or accurately medical or hospital records;
 - b. to safeguard controlled substance medications appropriately in the medication cart; and/or
 - c. falsified, maintained and/or improperly documented one or more CSDRs.Dept. Ex. 1, pp. 3-4, 7-8, 61-64.
3. On various occasions between October and November 2019, while practicing nursing at Villa Maria Nursing and Rehabilitation Center, in Plainville, CT, Respondent:
 - a. failed to administer and/or document properly administration of controlled substances to patients;
 - b. falsified, maintained and/or documented improperly one or more CSDRs;
 - c. failed to waste controlled substances properly;
 - d. failed to safeguard controlled substance medications appropriately; and/or
 - e. falsified a CSDR by signing another person's name as a witness to wasting controlled substance medication ("waste") when, in fact, the person whose name was signed did not witness the waste.

Dept. Ex. 1, pp. 8-11.

⁵ The Charges erroneously listed Watertown, CT as Respondent's address. Respondent testified that she has never lived in CT and that she lives in Pascoag, RI. Tr. pp. 6-7.

4. In January 2020, while practicing nursing at Three Rivers Healthcare, in Norwich, CT, Respondent:
 - a. failed to safeguard controlled substance medications appropriately; and/or
 - b. falsified, maintained and/or documented one or more CSDRs improperly.

Dept Ex.1, pp. 12-13 32-33.

5. Respondent's practice of nursing falls below the standard of care in one or more of the following ways, including, but not limited to, practicing nursing in a substandard and/or careless manner.

IV

Discussion and Conclusions of Law

The Department bears the burden of proof by a preponderance of the evidence in this matter. *Jones v. Connecticut Medical Examining Board*, 309 Conn. 727, 739-740 (2013).

The Department sustained its burden of proof with regard to all of the allegations contained in the Charges.⁶ Findings of Fact ("FF") 1-5.

Conn. Gen. Stat. § 20-99 provides, in pertinent part, that:

(a) The Board . . . shall have jurisdiction to hear all charges of conduct which fails to conform to the accepted standards of the nursing profession brought against persons licensed to practice nursing. After holding a hearing . . . said board, if it finds such person to be guilty, may revoke or suspend his or her license or take any of the actions set forth in section 19a-17

(b) Conduct which fails to conform to the accepted standards of the nursing profession includes, but is not limited to, the following: . . . (2) illegal conduct, incompetence or negligence in carrying out usual nursing functions; . . . (6) fraud or material deception in the course of professional services or activities; (7) willful falsification of entries in any hospital, patient or other record pertaining to drugs, the results of which are detrimental to the health of a patient;

Respondent denied all of the allegations in the Charges. Tr. pp. 6-11. However, despite Respondent's denials, the Department established by a preponderance of the evidence that Respondent's conduct failed to conform to the accepted standards of the nursing profession in one or more ways, as discussed below.⁷

With respect to the allegations contained in paragraph 3 of the Charges, the Department sustained its burden of proof. The Department established by a preponderance of the evidence

⁶ See footnote 2.

⁷ As stated in footnote 2, the allegations contained in paragraphs 2, 4, 5 of the Charges are dismissed and, therefore, are not considered in this discussion.

that on various occasions between September and/or October 2019, while practicing nursing at Bayview Health Care Center in Waterford, Connecticut (“Bayview”), Respondent failed to conform to the accepted standards of the nursing profession. The record establishes that on September 18, 2019, Respondent began her employment at Bayview; and, on September 23, 2019, Respondent was given unsupervised access to controlled substances in the Niantic Bay Nursing Unit at Bayview. On October 2, 2019, three blister cards of controlled substances (hydrocodone/acetaminophen and oxycodone) along with the corresponding CSDRs were discovered missing when there was a shift change. Dept. Ex. 1, pp. 3-4, 7, 61. After Respondent’s last scheduled shift on October 2, 2019, there were no more missing blister cards. Dept. Ex. 1, p. 4.

With respect to the allegations contained in paragraph 6 of the Charges, the Department sustained its burden of proof. The Department established by a preponderance of the evidence that on various occasions between October and November 2019, while practicing nursing at Villa Maria Nursing and Rehabilitation Center, in Plainville, Connecticut (“Villa Maria”), Respondent failed to conform to the accepted standards of nursing. On October 14, 2019, the Director of Nursing hired Respondent to work at Villa Maria. On November 11, 2019, Respondent worked a double shift, starting with the third shift on November 11, 2019 and ending after the first shift on November 12, 2019. On November 26, 2019, a licensed practical nurse discovered that her name was forged as a witness to Respondent’s wasting an oxycodone pill on November 11, 2019. Dept. Ex. 1, p. 8. On November 26, 2019, the Director of Nursing placed Respondent on suspension because at least 26 tablets of an oxycodone prescription that was filled on November 24, 2019 were missing. Dept. Ex. 1, p. 9.

With respect to the allegations contained in paragraph 7 of the Charges, the Department sustained its burden of proof. The Department established by a preponderance of the evidence that from the third shift on January 21, 2020 through the first shift on January 22, 2020, Respondent worked at the Three Rivers Healthcare in Norwich, Connecticut (“Three Rivers”). Dept. Ex. 1, pp. 12-13, 33. On January 22, 2020, Respondent signed for a prescription of 30 oxycontin tablets. Dept. Ex. 1, p. 13. On January 24, 2020, a new resident was admitted for which oxycontin was prescribed. Dept. Ex. 1, pp. 13, 32. The oxycontin tablets could not be located. Dept. Ex. 1, pp. 13, 32-33. On January 27, 2020, prescriptions for oxycodone and hydrocodone were missing. Dept. Ex. 1, p. 32. On January 28, 2020, the Director of Nursing

discovered that all 30 oxycontin tablets that were received on January 22, 2020 were missing. All corresponding documentation pertaining to these prescriptions were also missing. Dept. Ex. 1, p. 13.

The Department established by a preponderance of the evidence that Respondent's practice of nursing falls below the standard of care in one or more ways, including, but not limited to practicing nursing in a substandard and/or careless manner. Thus, the Board concludes that Respondent's conduct, as alleged in the Charges and constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b)(2), (6) and (7), and § 19a-17.

Order

Based upon the record in this case, the above findings of fact and the conclusions of law, and pursuant to the authority vested in it by Conn. Gen. Stat. §§ 19a-17 and 20-99, the Board finds that the misconduct alleged and proven in Petition No. 2019-1237 is severable and that each allegation of misconduct alleged and proven warrants the disciplinary action imposed by this order.

1. Respondent's registered nurse license number 155761 shall be placed on probation for a period of one year under the following terms and conditions. If any of the conditions of probation are not met, Respondent's registered nurse license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
 - A. During the period of probation, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.
 - B. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker-home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
 - C. Respondent shall provide a copy of this Decision to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s), within 30 days of the commencement of employment, as to receipt of a copy of this Decision.

- D. If employed as a nurse, Respondent shall cause monthly employer reports to be submitted to the Department by her immediate supervisor during the entire probationary period.
- E. Respondent shall successfully complete coursework, pre-approved by the Department and at her own expense, in medication administration and documentation and scope of practice. This required coursework shall be completed within the first six months of the probationary period. Respondent shall provide proof to the satisfaction of the Board of her successful completion of the course within 30 days of completion of each course.

This Order is effective on the date it is signed by the Board.

The Board hereby informs Respondent, Kimberly Lemire, and the Department of this decision.

Dated at Waterbury, Connecticut this 21st day of April, 2021.

BOARD OF EXAMINERS FOR NURSING

By Patricia C. Bouffard, D.N.Sc.
Patricia C. Bouffard, D.N.Sc., Chair

CERTIFICATION

I hereby certify that, pursuant to Connecticut General Statutes § 4-180(c), a copy of the foregoing Amended Memorandum of Decision was sent this 26th day of April 2021, by email to:

Kimberly Lemire
46 Reservoir Road
Pascoag, RI 02859

and via email to:

Joelle Newton, Staff Attorney
Office of Legal Compliance
Department of Public Health
410 Capitol Avenue, MS #12LEG
Hartford, CT 06134-0308

/s/ Jeffrey A. Kardys

Jeffrey A. Kardys
Administrative Hearings Specialist
Department of Public Health
Public Health Hearing Office

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

PREHEARING REVIEW COVER SHEET

In re: Lashanan Massey, L.P.N.

Petition No. 2019-1192

1. Lashanan Massey of Ansonia, Connecticut (“respondent”) graduated from Lincoln Technical Institute and was licensed to practice nursing in 2014. She has not been previously disciplined.
2. On June 3, 2019, respondent was practicing nursing at the Shady Knoll Health Center, located in Seymour, Connecticut. During her shift, respondent engaged in a physical and/or verbal altercation with a coworker.
3. The Department and respondent respectfully request the Board to review the attached documents and make a recommendation as how to proceed with this petition.

CONFIDENTIALITY NOTICE: The confidentiality of the attached documents is required under Federal and State law. All recipients must maintain strict confidentiality. All forms of disclosure, whether oral, written, or electronic, are strictly prohibited.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

Re: Amanda Claffey, RN

Petition No. 2021-284

June 3, 2021

MOTION TO WITHDRAW STATEMENT OF CHARGES

The Department of Public Health moves the Connecticut Board of Examiners for Nursing to withdraw the Statement of Charges in the above-reference matter because respondent signed the attached Voluntary Surrender of License Affidavit.

Respectfully submitted,

THE DEPARTMENT OF PUBLIC HEALTH

Joelle C. Newton

Joelle C. Newton, Staff Attorney
Office of Legal Compliance

ORDER

The foregoing motion having been duly considered by The Connecticut Board of Examiners for Nursing is hereby GRANTED/DENIED.

Dated at Hartford, Connecticut this _____ day of _____, 2021.

Connecticut Board of Examiners for Nursing

CERTIFICATION

This certifies that on June 3, 2021 this motion was emailed to the Department of Public Health, Public Health Hearing Office, 410 Capitol Avenue, Hartford, Connecticut, and to respondent, amandaclaffey730@yahoo.com.

Joelle C. Newton

Joelle C. Newton, Staff Attorney
Office of Legal Compliance

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

Re: Amanda Claffey, RN
License No.: 108284

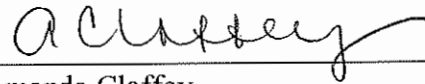
Petition No. 2021-284

VOLUNTARY SURRENDER OF LICENSE AFFIDAVIT

Amanda Claffey, being duly sworn, deposes and says:

1. I am over the age of majority and understand the obligations of an oath.
2. I make this affidavit on the basis of personal knowledge.
3. I am licensed by the Department of Public Health ("the Department") to practice as a registered nurse. I presently hold Connecticut registered nursing license number 108284. My license was summarily suspended on April 21, 2021.
4. I hereby voluntarily surrender my license to practice as a registered nurse as provided by Connecticut General Statutes §19a-17(d).
5. I agree and acknowledge that if I seek a new license or to reinstate my license at any time in the future, the allegations contained in Petition Number 2021-284 shall be deemed true. I further agree and acknowledge that any such application must be made to the Department which shall have discretion as to whether said license shall be issued or reinstated and, if so, whether said license shall be subject to conditions as provided pursuant to Connecticut General Statutes §19a-14(a)(6).
6. I hereby waive any right to a hearing I may have regarding any request that my license be reinstated or that a new license be issued and also waive any right that I may have to appeal or otherwise challenge the disposition of any such request.
7. I agree and acknowledge that this affidavit and the case file in Petition Number 2021-284 are public documents, and I am executing this affidavit in settlement of the allegations contained in the above-referenced petition.
8. I agree and acknowledge that, upon execution of this document by the Department, the Department will present this document to the Board and will move to withdraw the Statement of Charges in Petition No. 2021-284.
9. I understand that this document is not effective unless and until the Department has executed it, and the Board either grants the Department's Motion to Withdraw or the charges are dismissed.

10. I agree and acknowledge that I have the right to consult with an attorney prior to signing this affidavit.
11. I agree and acknowledge that the execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the Bureau Chief of the Division of Criminal Justice's Statewide Prosecution Bureau.
12. I agree and acknowledge that the purpose of this agreement is to resolve the pending matter against my license and is not intended to affect any claim of civil liability that might be brought against me.


Amanda Claffey

Subscribed and sworn to before me this 1st day of June 2021.


Notary Public
Commissioner of Superior Court
MARY J. HANDLEY
Notary Public, Connecticut
My Commission Expires February 28, 2022



Accepted: _____
Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

June 3, 2021

Date

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Melissa Dang, L.P.N.

Petition No. 2019-800

CONSENT ORDER COVER SHEET

1. Melissa Dang ("respondent") of Somers, Connecticut graduated from Stone Academy in 2008. She was granted a licensed practical nursing license in 2009. Her license was suspended pursuant to an Interim Consent Order in August, 2019.
2. Respondent has not been previously been disciplined.
3. On multiple occasions in 2017, respondent abused and/or utilized to excess heroin, benzodiazepines, and/or opioids.
4. On or about April 2 and/or April 11, 2019 respondent abused and/or utilized to excess buprenorphine.
5. On or about April 30, 2018 respondent abused and/or utilized to excess alcohol.
6. On or about June 28, 2019, respondent abused and/or utilized to excess oxycodone.
7. Respondent's abuse and/or excess use of heroin, benzodiazepines, opioids, alcohol and/or oxycodone does, and/or may, affect her ability to practice as a licensed practical nurse.
8. The proposed Consent Order places a reprimand on respondent's license and places her license on probation for four years with the following terms:
 - Urine screens weekly for the 1st and 4th year, twice monthly for the 2nd and 3rd years;
 - Therapy and employer reports monthly for the 1st and 4th year and quarterly for the 2nd and 3rd years;
 - Anonymous or support meetings; and
 - Narcotic access restricted for one year.
9. The Department and respondent respectfully request the Board to accept the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Melissa Dang, LPN

Petition No. 2019-800

CONSENT ORDER

WHEREAS, Melissa Dang ("respondent") of Somers, Connecticut has been issued Connecticut licensed practical nurse license number 034126 by the Department of Public Health ("the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent's licensed practical nurse license number 034126 was suspended pursuant to an Interim Consent Order in August, 2019.

WHEREAS, respondent admits:

1. On multiple occasions in 2017, respondent abused and/or utilized to excess heroin, benzodiazepines, and/or opioids.
2. On or about April 2 and/or April 11, 2019 respondent abused and/or utilized to excess buprenorphine.
3. On or about April 30, 2018 respondent abused and/or utilized to excess alcohol.
4. On or about June 28, 2019, respondent abused and/or utilized to excess oxycodone.
5. Respondent's abuse and/or excess use of heroin, benzodiazepines, opioids, alcohol and/or oxycodone does, and/or may, affect her ability to practice as a licensed practical nurse.
6. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to:

- a. §20-99(b)(2); and/or
- b. §20-99(b)(5).

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violation(s) or allegation(s) at a hearing before the Board of Examiners for Nursing ("the Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's Connecticut licensed practical nurse issued license number 034126 is hereby placed on probation for four years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist (hereinafter "therapist") approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of her or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, she or she shall advise the Department. Said

termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor respondent's alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.

- (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates her or her services.

B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by the therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be

identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.

- (5) All screens shall be negative for the presence of drugs and alcohol. agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
 - (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
 - (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.
- C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include

documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to safely and competently practice nursing, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.

- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of nursing duties for the first year after returning to work as a nurse.
- H. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of her probation; and quarterly for the second and third years of probation. Respondent shall provide a copy of this Consent Order to any and all

employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of commencement of employment as to the receipt of a copy of this Consent Order. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Department at the address cited in paragraph 3N below. A report indicating that respondent is not practicing with reasonable skill and safety deemed to be a violation of this Consent Order.

- I. During the entire probationary period, respondent shall attend "anonymous" or support group meetings on an average of eight to ten times per month and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- J. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- L. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.
- M. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

3. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.
4. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
5. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
6. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
7. Respondent understands this Consent Order is a public record.
8. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.

9. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed forty-five (45) days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said forty-five (45) day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion as to whether a summary suspension is ordered.
10. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.

11. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
12. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
13. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance

on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

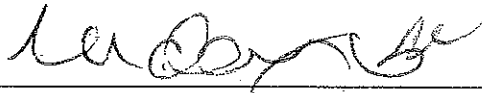
14. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
15. Respondent has had the opportunity to consult with an attorney prior to signing this document.
16. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.
17. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this consent order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

*

*


*

I, Melissa Dang, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.



Melissa Dang

Subscribed and sworn to before me this 25th day of April, 2021.



~~Notary Public or person authorized~~ Gregory F. Arnold
~~by law to administer an oath or affirmation~~
Commissioner of Superior Court

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 11th day of May, 2021, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stacey Kinsley, R.N.

Petition No. 2020-972

CONSENT ORDER COVER SHEET

1. Stacey Kinsley ("respondent") graduated from St. Vincent's College of Nursing and was granted a nursing license in 1998.
2. In April 2021, respondent's license was summarily suspended as a result of diverting lorazepam from Danbury Hospital and abusing alcohol to excess. She also has or had emotional disorders and/or mental illnesses.
3. The proposed Consent Order places respondent's license on probation for four years with the following terms:
 - urine screens weekly for the 1st and 4th years, twice monthly for the 2nd and 3rd years;
 - therapy and employer reports monthly for the 1st and 4th years, quarterly for the 2nd and 3rd years;
 - anonymous or support meetings; and
 - narcotic access restricted for one year.
4. The Department and respondent respectfully request the Board to accept the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stacey Kinsley, RN

Petition No. 2020-972

CONSENT ORDER

WHEREAS, Stacey Kinsley ("respondent") of Newtown, Connecticut has been issued license number E60493 to practice as a registered nurse by the Connecticut Department of Public Health ("the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. On or about August 27, 2020, respondent was practicing nursing at Danbury Hospital in Danbury, Connecticut. On said date, respondent:
 - a. diverted lorazepam from a patient and/or from medication stock;
 - b. failed to completely, properly and/or accurately document medical or hospital records; and/or,
 - c. falsified one or more Controlled Substance Receipt Records
2. On multiple occasions in 2020, January 2021, February 2021, and/or March 2021, respondent abused or utilized to excess alcohol.
3. From approximately 2020 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
4. Respondent's diagnoses and/or abuse and/or excessive use of alcohol, does, and/or may, affect her practice of nursing.
5. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99 including but not limited to
 - a. §20-99(b)(2);
 - b. §20-99(b)(4);
 - c. §20-99(b)(5);
 - d. §20-99(b)(6); and/or
 - e. §20-99(b)(7).

Whereas respondents license was summarily suspended on April 21, 2021.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Connecticut Board of Examiners for Nursing (hereinafter "the Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's registered nursing license number E60493 is hereby placed on probation for four years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist (hereinafter "therapist") approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be

transferred to another therapist, she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.

- (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates his or her services.

B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.

- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by the therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening

process. All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent

agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.

- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol free status as established by the observed random urine

screens for drugs and alcohol, an evaluation of respondent's ability to safely and competently practice nursing, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.

- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of nursing duties for the first year after returning to work as a nurse.
- H. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of his probation; and quarterly for the second and third years of probation. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment as to the receipt of a copy of this Consent Order.

Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Department at the address cited in paragraph 3N below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.

- I. During the entire probationary period, respondent shall attend "anonymous" or support group meetings on an average of eight to ten times per month, and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- J. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- L. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.
- M. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR

P.O. Box 340308
Hartford, CT 06134-0308

4. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.
5. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
6. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
7. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
8. Respondent understands this Consent Order is a public record.
9. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.
10. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed 45 days. During that time period, respondent further agrees to cooperate with the Department in its

investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said 45 day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§ 4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion whether a summary suspension is ordered.

11. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.
12. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.

13. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a, provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
14. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.
15. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.

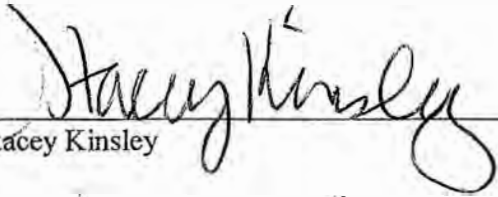
16. Respondent consulted with her attorney prior to signing this document.
17. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.
18. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this Consent Order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

*

*

*

I, Stacey Kinsley, RN, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.


Stacey Kinsley

Subscribed and sworn to before me this 20th day of May, 2021.

JEAN MURRAY
NOTARY PUBLIC - CT 183169
My Commission Expires Feb. 28, 2028


Notary Public or Commissioner Superior Court

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 26th day of May, 2021, it is hereby accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stephanie J. Ryan, RN

Petition No. 2020-626

CONSENT ORDER COVER SHEET

1. Stephanie J. Ryan graduated from University of Massachusetts in 2012 and was licensed to practice nursing in Connecticut in 2013.
2. Respondent's license was summarily suspended on October 21, 2020 as a result of abusing alcohol, nitrous oxide and/or marijuana and due to multiple emotional disorders and/or mental illnesses. Her license has not been previously disciplined.
3. The proposed Consent Order places respondent's license on probation for four years with the following terms:
 - Urine screens weekly for the 1st and 4th years, twice monthly for the 2nd and 3rd years;
 - Therapy and employer reports monthly for the 1st and 4th years and quarterly for the 2nd and 3rd years;
 - Anonymous or support meetings; and
 - Narcotic access restricted for one year.
4. The Department and respondent, through her attorney, respectfully request the Board to accept and order the proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stephanie J. Ryan, RN

Petition No. 2020-626

CONSENT ORDER

WHEREAS, Stephanie J. Ryan (hereinafter "respondent") of Windsor, has been issued license number 113444 to practice as a registered nurse by the Connecticut Department of Public Health (hereinafter "the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. On or about August 9, 2020, respondent abused and/or utilized alcohol and nitrous oxide to excess.
2. On or about August 29, 2018, respondent abused and/or utilized alcohol to excess.
3. On or about March 12, 2019, respondent abused and/or utilized marijuana to excess.
4. From approximately November 2017 through the present, respondent has been diagnosed with multiple emotional disorders and/or mental illnesses ("diagnoses").
5. Respondent's diagnoses and/or abuse and/or excessive use of alcohol, marijuana and nitrous oxide does, and/or may, affect her practice of nursing.
6. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to:
 - a. §20-99(b)(2)
 - b. §20-99(b)(4) and/or
 - c. §20-99(b)(5).

Whereas respondents license was summarily suspended on October 21, 2020.

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations at a hearing before the Connecticut Board of Examiners for Nursing (hereinafter "the Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's license number 113444 to practice nursing in the State of Connecticut is hereby placed on probation for four years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist (hereinafter "therapist") approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.
 - (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, she shall advise the Department. Said termination of

therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor her alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.

- (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates his or her services.
- B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.
- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by the therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of probation and at least (1) such random test and report every month for the remainder of the probationary period.
- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this

Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.

- (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
- (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.

C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to safely and competently practice nursing, and copies of all laboratory reports. A report indicating

that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.

- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of nursing duties for the first year after returning to work as a nurse.
- H. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for the first and fourth years of his probation; and quarterly for the second and third years of probation. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of the commencement of employment as to the receipt of a copy of this Consent Order. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Department at the

address cited in paragraph 3N below. A report indicating that respondent is not practicing with reasonable skill and safety shall be deemed to be a violation of this Consent Order.

- I. During the entire probationary period, respondent shall attend "anonymous" or support group meetings on an average of eight to ten times per month, and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- J. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- L. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.
- M. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.
- N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

4. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.
5. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
6. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
7. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
8. Respondent understands this Consent Order is a public record.
9. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.
10. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed 45 days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the

evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said 45 day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§ 4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion whether a summary suspension is ordered.

11. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.
12. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
13. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order

shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a, provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.

14. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.
15. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
16. Respondent consulted with her attorney prior to signing this document.

17. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only, and is not intended to affect any civil or criminal liability or defense.
18. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this Consent Order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.


*

*

*

I, Stephanie J. Ryan, RN, have read the above Consent Order, and I agree to the terms set forth therein.

I further declare the execution of this Consent Order to be my free act and deed.



Stephanie J. Ryan

State of Virginia | County of Lynchburg

Subscribed and sworn to before me this 11 day of May, 2021.

SAMANTHA NYE
ELECTRONIC NOTARY PUBLIC
COMMONWEALTH OF VIRGINIA
REGISTRATION # 7747969
COMMISSION EXP SEPTEMBER 30, 2021

Notary Stamp Placed at 2021/05/11 12:51:17 EST

0gdc



Notary Public or Commissioner Superior Court

Document Notarized using a Live Audio-Video Connection

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the

Department of Public Health on the 18th day of May, 2021, it is hereby
accepted.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board
of Examiners for Nursing on the _____ day of _____, 2021, it is hereby
ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stacey Thompson, L.P.N.

Petition No. 2019-727

CONSENT ORDER COVER SHEET

1. Stacey Thompson ("respondent") of Bridgeport, Connecticut was licensed to practice nursing and graduated from Lincoln Technical Institute in 2012.
2. On June 19, 2019, the Connecticut Board of Examiners for Nursing ("the Board") issued a Consent Order in Petition No. 2018-798 based upon respondent's failure to timely initiate CPR. The Consent Order placed a reprimand on respondent's license and included one year of probation with coursework. As of this date, respondent is undertaking pre-approved coursework.
3. In 2019 respondent was practicing nursing at Maplewood Senior Living in Darian, Connecticut. During this time, respondent diverted tramadol from several patients. She also abused and/or utilized tramadol to excess.
4. On September 3, 2019, as a result of the aforementioned conduct, respondent's licensed practical nurse license was suspended pursuant to an Interim Consent Order.
5. The proposed Consent Order places her license on probation for four years with the following terms:
 - Urine screens weekly for the 1st and 4th years and twice monthly for the 2nd and 3rd years;
 - Therapy and employer reports monthly for the 1st and 4th year and quarterly for the 2nd and 3rd years;
 - Anonymous or support meetings; and
 - Narcotic access restriction for one year.
6. The Department and respondent respectfully request the Board to accept the attached proposed Consent Order.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Stacey Thompson, LPN

Petition No. 2019-727

CONSENT ORDER

WHEREAS, Stacey Thompson (“respondent”) of Bridgeport, Connecticut has been issued Connecticut licensed practical nurse license number 037743 by the Department of Public Health (“the Department”) pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent’s licensed practical nurse license number 037743 was suspended pursuant to an Interim Consent Order in Petition Number 2019-727.

WHEREAS, respondent admits:

1. At all relevant times, respondent was practicing nursing at Maplewood Senior Living in Darien, Connecticut.
2. On multiple occasions in 2019, respondent:
 - a. diverted tramadol from several patients and/or from medication stock;
 - b. failed to completely, properly and/or accurately document medical or hospital records; and/or,
 - c. falsified one or more Controlled Substance Receipt Records.
3. On multiple occasions in 2019, respondent abused and/or utilized tramadol to excess.
5. Respondent’s abuse and/or excess use of tramadol does, and/or may, affect her ability to practice as a licensed practical nurse.
6. The above-described facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99(b), including but not limited to:

- a. §20-99(b)(2);
- b. §20-99(b)(5);
- c. §20-99(b)(6); and/or
- d. §20-99(b)(7).

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations or allegations at a hearing before the Board of Examiners for Nursing ("the Board"). Respondent agrees that for the purpose of this or any future proceedings before the Board this Consent Order shall have the same effect as if ordered after a full hearing pursuant to Connecticut General Statutes §§19a-9, 19a-10, and 20-99(a).

NOW THEREFORE, pursuant to Connecticut General Statutes §§19a-17 and 20-99(a), respondent hereby stipulates and agrees to the following:

1. Respondent waives respondent's right to a hearing on the merits of this matter.
2. Respondent shall comply with all federal and state statutes and regulations applicable to respondent's profession.
3. Respondent's Connecticut licensed practical nurse issued license number 037743 is hereby placed on probation for four years, subject to the following terms and conditions:
 - A. At respondent's own expense, respondent shall engage in therapy and counseling with a Connecticut licensed therapist (hereinafter "therapist") approved by the Department for the entire probationary period.
 - (1) Respondent shall provide a copy of this Consent Order to respondent's therapist.
 - (2) Respondent's therapist shall furnish written confirmation to the Department of his or her engagement in that capacity and receipt of a copy of this Consent Order within fifteen (15) days of the effective date of this Consent Order.

- (3) If respondent's therapist determines that therapy is no longer necessary, that a reduction in frequency of therapy is warranted, or that respondent should be transferred to another therapist, he or she shall advise the Department. Said termination of therapy, reduction in frequency of therapy, and/or respondent's transfer to another therapist shall not occur until approved by the Department. However, if therapy is terminated with approval of the Department, respondent's therapist shall continue to monitor respondent's alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph 3B below, and by providing the reports described in paragraph 3C below.
 - (4) The therapist shall immediately notify the Department in writing if respondent discontinues therapy and/or terminates his or her services.
- B. Respondent shall not obtain or use controlled substances, legend drugs or alcohol in any form unless prescribed or recommended for a legitimate therapeutic purpose by a licensed health care professional authorized to prescribe medications. Respondent shall inform said health care professional of respondent's substance abuse history.
- (1) At respondent's own expense, respondent shall submit to observed random urine screens for drugs and alcohol, in accordance with Department Requirements for Drug and Alcohol Screens, attached hereto marked as ("Attachment 'A': Department Requirements for Drug and Alcohol Screens") at a testing facility approved by the Board, after consultation with the Department, as ordered by the therapist and/or personal physician. Laboratory reports of random alcohol and drug screens shall be submitted directly to the Board and the Department by the

testing laboratory. All such observed random drug and alcohol screens shall be legally defensible in that the specimen donor and chain of custody can be identified throughout the screening process. All laboratory reports shall indicate that the chain of custody procedure has been followed.

- (2) Respondent shall be responsible for notifying the laboratory, therapist, the Department and respondent's prescribing practitioner of any drug(s) respondent is taking. For the prescription of a controlled substance(s) for more than two consecutive weeks, the respondent shall cause the provider prescribing the controlled substance(s) to submit quarterly reports to the Department, until such time as the controlled substance(s) are not prescribed by the provider, documenting the following:
 1. A list of controlled substances prescribed by this provider for the respondent;
 2. A list of controlled substance(s) prescribed by other providers;
 3. An evaluation of the respondent's need for the controlled substance;
 4. An assessment of the respondent's continued need for the controlled substance(s).
- (3) There must be at least one such observed random alcohol/drug screen and accompanying laboratory report every week for the first and fourth years of probation; and at least two such screens and reports every month for the second and third years of probation.
- (4) There must be at least two (2) random tests for Ethylglucuronide (EtG) and accompanying laboratory reports every month for the first and fourth years of

probation and at least (1) such random test and report every month for the remainder of the probationary period.

- (5) All screens shall be negative for the presence of drugs and alcohol. Respondent agrees that an EtG test report of EtG at a level of 1000ng/mL or higher shall be deemed to constitute a positive screen for the presence of alcohol under this Consent Order. Respondent understands and agrees that if respondent fails to submit a urine sample when requested by respondent's monitor, such missed screen shall be deemed a positive screen.
 - (6) All positive screen results shall be confirmed by gas chromatograph/mass spectrometer (GC/MS) testing.
 - (7) Respondent is hereby advised that the ingestion of poppy seeds, mouthwash and over the counter cough or cold medicines or remedies has from time to time, been raised as a defense to a positive screen result for morphine, opiates and/or alcohol and as a defense of an EtG at 1000ng/mL or higher. For that reason, respondent agrees to refrain from ingesting poppy seeds in any food substances, mouthwash and over the counter cough or cold medicines or remedies during the term of this Consent Order. In the event respondent has a positive screen for morphine, opiates and/or alcohol or if respondent's test reports an EtG at 1000ng/mL or higher, respondent agrees that the ingestion of poppy seeds and/or mouthwash and/or over the counter cough or cold medicines or remedies shall not constitute a defense to such a screen.
- C. Respondent shall be responsible for the provision of written reports from respondent's therapist directly to the Department for the entire probationary

period; monthly for the first and fourth years of probation; and, quarterly reports for the second and third years of probation. Such reports shall include documentation of dates of treatment, an evaluation of respondent's progress in treatment and of respondent's drug and alcohol free status as established by the observed random urine screens for drugs and alcohol, an evaluation of respondent's ability to safely and competently practice nursing, and copies of all laboratory reports. A report indicating that respondent is not able to practice nursing safely and competently shall be deemed to be a violation of this Consent Order.

- D. Notwithstanding the foregoing, respondent's therapist shall immediately report to the Department any confirmed positive alcohol/drug screen and any conduct or condition on respondent's part which does or may violate any federal or state statute or regulation applicable to respondent's profession.
- E. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
- F. Respondent shall not be employed as a nurse for a personnel provider service, assisted living services agency, homemaker - home health aide agency, or home health care agency, and shall not be self-employed as a nurse for the period of probation.
- G. Respondent shall not administer, count, or have access to narcotics or other controlled substances, or have responsibility for such activities in the course of nursing duties for the first year after returning to work as a nurse.
- H. Respondent shall be responsible for the provision of written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing) monthly for

the first and fourth years of her probation; and quarterly for the second and third years of probation. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a nurse during the probationary period. The Department shall be notified in writing by any employer(s) within fifteen (15) days of commencement of employment as to the receipt of a copy of this Consent Order. Employer reports shall include documentation of respondent's ability to safely and competently practice nursing, and shall be issued to the Department at the address cited in paragraph 3N below. A report indicating that respondent is not practicing with reasonable skill and safety deemed to be a violation of this Consent Order.

- I. During the entire probationary period, respondent shall attend "anonymous" or support group meetings on an average of eight to ten times per month and shall provide quarterly reports to the Department concerning respondent's record of attendance.
- J. Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- K. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- L. If respondent pursues further training or is engaged at the time of the implementation of the Consent Order, in an educational program in any subject area that is regulated by the Department, respondent shall provide a copy of this Consent Order to the educational institution or, if not an institution, to respondent's instructor. Such institution or instructor shall notify the Department of receipt of the Consent Order within fifteen (15) days of receipt.

M. All reports required by the terms of this Consent Order shall be due according to a schedule to be established by the Department of Public Health.

N. All correspondence and reports shall be addressed to:

Lavita Sookram, R.N., Nurse Consultant
Practitioner Compliance and Monitoring Unit
Department of Public Health
410 Capitol Avenue, MS #12HSR
P.O. Box 340308
Hartford, CT 06134-0308

3. Any violation of the terms of this Consent Order without prior written approval by the Department shall constitute grounds for the Department to seek revocation of respondent's nursing license following notice and an opportunity to be heard. Respondent shall pay all costs necessary to comply with this Consent Order.
4. Any extension of time or grace period for reporting granted by the Department shall not be a waiver or preclude the Department's right to take action at a later time. The Department shall not be required to grant future extensions of time or grace periods.
5. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Department.
6. This Consent Order is effective on the first day of the month immediately following the month in which this Consent Order is approved and accepted by the Board.
7. Respondent understands this Consent Order is a public record.
8. Respondent understands and agrees that this Consent Order shall be deemed as evidence of the above-admitted violations in any proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with Connecticut General Statutes §20-99(b), as amended, is at issue. Further, respondent

understands that any discipline imposed by this Consent Order shall be reported to the National Practitioner Data Bank maintained by the United States Department of Health and Human Services.

9. In the event respondent violates a term of this Consent Order, respondent agrees immediately to refrain from practicing as a nurse, upon request by the Department, for a period not to exceed forty-five (45) days. During that time period, respondent further agrees to cooperate with the Department in its investigation of the violation, and to submit to and complete a medical, psychiatric or psychological evaluation, if requested to do so by the Department; and, that the results of the evaluation shall be submitted directly to the Department. Respondent further agrees that failure to cooperate with the Department in its investigation during said forty-five (45) day period shall constitute grounds for the Department to seek a summary suspension of respondent's license. In any such summary action, respondent stipulates that failure to cooperate with the Department's investigation shall be considered by the Board and shall be given due weight by the Board in determining whether respondent's conduct constitutes a clear and immediate danger as required pursuant to Connecticut General Statutes §§4-182(c) and 19a-17(c). The Department and respondent understand that the Board has complete and final discretion as to whether a summary suspension is ordered.
10. If, during the period of probation, respondent practices nursing outside Connecticut, respondent shall provide written notice to the Department concerning such practice. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order, and such time period shall not be counted in reducing the probationary period covered by this Consent Order. Respondent may comply with the terms of probation while practicing outside Connecticut if pre-approved by the Department. In the

event respondent intends to return to the practice of nursing in Connecticut, respondent shall provide the Department with thirty (30) days prior written notice and agrees to comply with all terms and conditions contained in paragraph 3 above.

11. In the event respondent violates any term of this Consent Order, said violation may also constitute grounds for the Department to seek a summary suspension of respondent's license before the Board.
12. This Consent Order and terms set forth herein are not subject to reconsideration, collateral attack or judicial review under any form or in any forum. Respondent agrees that this Consent Order shall not be subject to modification as a result of any claim that the terms contained herein may result in action by third parties, including, but not limited to, healthcare facilities and/or credentialing or licensure boards and respondent waives any right to seek reconsideration or modification of this Consent Order pursuant to Connecticut General Statutes §4-181a without the express consent and agreement of the Department. Respondent assumes all responsibility for assessing such actions prior to the execution of this document. Further, this Consent Order is not subject to appeal or review under the provisions of Connecticut General Statutes Chapters 54 and 368a provided that this stipulation shall not deprive respondent of any other rights that respondent may have under the laws of the State of Connecticut or of the United States.
13. Respondent permits a representative of the Department to present this Consent Order and the factual basis for this Consent Order to the Board. The Department and respondent agree that the Board has complete and final discretion as to whether an executed Consent Order is approved or accepted. Respondent hereby waives any claim of error that could be raised that is related to or arises during the course of the Board's discussions regarding whether to approve

or reject this Consent Order and/or a Board member's participation during this process, through the Board member's review or comments, including but not limited to bias or reliance on evidence outside the administrative record if this matter proceeds to a hearing on a statement of charges resulting in a proposed decision and/or final decision by the Board.

14. This Consent Order is a revocable offer of settlement, which may be modified by mutual agreement or withdrawn by the Department at any time prior to its being executed by the last signatory.
15. Respondent has had the opportunity to consult with an attorney prior to signing this document.
16. The execution of this document has no bearing on any criminal liability without the written consent of the Director of the Medicaid Fraud Control Unit or the State's Attorney's Office where the allegation occurred or Bureau Chief of the applicable unit in the Chief State's Attorney's Office. The purpose of this Consent Order is to resolve the pending administrative license disciplinary petition only and is not intended to affect any civil or criminal liability or defense.
17. This Consent Order embodies the entire agreement of the parties with respect to this case. All previous communications or agreements regarding the subject matter of this consent order, whether oral or written, between the parties are superseded unless expressly incorporated herein or made a part hereof.

*

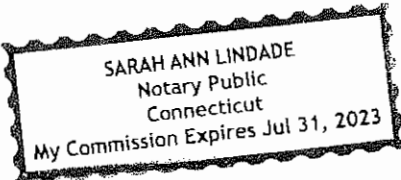
*

*

I, Stacey Thompson, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.

Stacey Thompson
Stacey Thompson

Subscribed and sworn to before me this 20th day of May, 2021.



[Signature]
Notary Public or person authorized by law to administer an oath or affirmation

The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 2nd day of June, 2021, it is hereby accepted.

Christian D. Andresen

Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

The above Consent Order having been presented to the duly appointed agent of the Connecticut Board of Examiners for Nursing on the _____ day of _____, 2021, it is hereby ordered and accepted.

BY: _____
Connecticut Board of Examiners for Nursing

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Adrienne DeLucia, RN

Petition No. 2021-317

STATEMENT OF CHARGES

Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Adrienne DeLucia:

1. Adrienne DeLucia of Wallingford, Connecticut (hereinafter "respondent") is the holder of Connecticut registered nursing license number 069413.
2. On December 5, 2018, respondent's license was placed on probation for four (4) years pursuant to Reinstatement Consent Order, Petition No. 2018-285 ("Reinstatement Consent Order"). The Reinstatement Consent Order placed respondent's license on probation for four (4) years and prohibits her from obtaining or using alcohol and requires her, in part, to submit to random, negative urine screens. The Reinstatement Consent requires EtG testing and states that an EtG at a level of 1000 ng/mL or higher constitutes a positive screen for the presence of alcohol.
3. On or about April 8, 2021, respondent abused and/or utilized to excess alcohol.
4. On or about April 9, 2021, respondent's urine tested positive for alcohol when her urine screen tested with an EtG level of 3686 ng/mL.
5. Respondent's abuse and/or excess use of alcohol does, and/or may, affect her practice as a nurse.
6. Respondent's conduct as described above constitutes a violation of the Reinstatement Consent Order's probationary terms and constitutes grounds for disciplinary action pursuant to Connecticut Statutes §20-99 including but not limited to §20-99(b)(5).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke or order other disciplinary action against respondent's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 4th day of May, 2021.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Adrienne DeLucia, RN

Petition No. 2021-317

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend Adrienne DeLucia's Connecticut nursing license. This motion is based on the attached Statement of Charges, Affidavit and on the Department's information and belief that Adrienne DeLucia's continued nursing practice represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 4th day of May, 2021.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

In re: Adrienne DeLucia, RN

Petition Nos. 2021-317

SUMMARY SUSPENSION ORDER

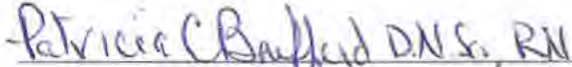
WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

WHEREAS, said affidavits allege facts which show violations of §20-99(b) of the Connecticut General Statutes, and which imperatively require emergency action in that the public health, safety or welfare of the citizens of the State of Connecticut is in clear and immediate danger.

NOW, THEREFORE, pursuant to §4-182(c) and §19a-17(c) of the Connecticut General Statutes, it is hereby **ORDERED**, by vote of the Board of Examiners for Nursing:

1. That license number 069413 of Adrienne DeLucia to practice as a registered nurse in the State of Connecticut is hereby summarily suspended pending a final determination by the Board of Examiners for Nursing regarding the allegations contained in the Statement of Charges, and
2. That said license shall be *immediately surrendered* to the Department of Public Health, Public Health Hearing Office, 410 Capitol Avenue, MS#13PHO, P.O. Box 340308, Hartford, CT 06134-0308 upon notification of this Order, and
3. That a hearing in this matter is scheduled for the 16th day of June 2021, at 9:00 a.m. The hearing will be held by video conference.

Dated at Waterbury, Connecticut this 19th day of May, 2021.


Patricia C. Bouffard, D.N.Sc., RN, Chair
Connecticut Board of Examiners for Nursing



Phone: (860) 509-7566 • Fax: (860) 707-1904
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
www.ct.gov/dph

Affirmative Action/Equal Opportunity Employer



**STATE OF CONNECTICUT
CONNECTICUT BOARD OF EXAMINERS FOR NURSING**

Adrienne DeLucia
c/o Cody Guarnieri
Brown, Paindiris & Scott
100 Pearl Street
Hartford, CT 06103

VIA EMAIL (cguamieri@bpslawyers.com)

RE: Adrienne DeLucia, RN - Petition No. 2021-317

NOTICE OF HEARING

By authority of the General Statutes of Connecticut, Section 4-177, you are hereby notified to appear before the Board of Examiners for Nursing for a hearing on the attached Charges against you at 9:00 AM on **June 16, 2021**. The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing. The link to connect to the hearing will be provided by email 3-5 days prior to the hearing.

These Charges are being brought against you under the provisions of the Sections 19a-9, 19a-10 and 20-99(b) of the Connecticut General Statutes. The hearing will be conducted in accordance with Chapter 54 of the General Statutes of Connecticut and Section 19a-9-1, et seq., of the Regulations of Connecticut State Agencies (Public Health Code).

At the hearing you will have the opportunity to present your evidence, including witnesses and documents. It will be your responsibility to provide the hearing connection link to any witnesses you may call.

Filing an Answer; Failure to File Answer:

You are required to file an answer to the attached Charges with the Department of Public Health within 14 days from the date of this Notice of Hearing. Please note: failure to file an Answer could result in the allegations being found to be true as stated, and the possibility that you will not be permitted to submit any evidence concerning the allegations.

Representation by an Attorney:

At the aforementioned hearing you may be represented by an attorney and present evidence on your behalf. Although you may represent yourself (pro se), you are urged to obtain the services of an attorney.

Documents:

If you intend to introduce documents into evidence, **YOU MUST COMPLY WITH THE FOLLOWING REQUIREMENTS:**

Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted.

The following information shall be redacted.

- (1) Date of birth
- (2) Mother's maiden name
- (3) Motor vehicle operator's license number
- (4) Social Security Number
- (5) Other government-issued identification number
- (6) Health insurance identification number
- (7) Financial account number
- (8) Security code or personal identification number (PIN)

Order Re: Filings

In preparation for this hearing you must, no later than June 2, 2021, provide the information specified in the attached Notice for Submissions.

All communications to the Board shall be submitted in this fashion. The Department or Respondent shall provide a copy of each document filed to Respondent or Department as the case may be and certify such to the Board.

Failure to Appear:

If you fail to appear at the hearing, upon proof that due notice was served upon you to appear, the Board may proceed in the same manner as though you were present in person. **The Board may hold a fact-finding meeting immediately following the close of the record.**

Please call 860-509-7566 as soon as possible if you have any questions about the hearing schedule.

Dated at Hartford, Connecticut this 20th day of May, 2021.

For the Connecticut Board of Examiners for Nursing

/s/ Jeffrey A. Kardys

Jeffrey A. Kardys, Administrative Hearings Specialist

c: Christian Andresen, Section Chief, Practitioner Licensing and Investigations
Joelle Newton, Staff Attorney, Office of Legal Compliance

The Department of Public Health is an equal opportunity provider and employer.

*If you require aid/accommodation to participate fully and fairly,
please contact the Public Health Hearing Office at 860-509-7566.*

Notice for Submissions

The hearing in the matter of **Adrienne DeLucia, RN** has been scheduled for **June 16, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **June 2, 2021**, you must provide the following by electronic mail response to the hearing office at poho.dph@ct.gov

1. Electronically Pre-filed exhibits – Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted. *Parties and/or counsel should stipulate to any exhibits and facts not in dispute, and provide any objections to proposed exhibits.* All exhibits also must be sent to the opposing party or counsel.
2. Witness List – identify any persons expected to be called to testify. Be sure to notify your witnesses that they will be required to remain available and in attendance for the full duration of the hearing. (This will eliminate the difficulty of trying to reach witnesses again for rebuttal or additional examination later in the hearing). Witness lists also must be sent to the opposing party or counsel.
3. Photo Identification: a copy of a government-issued photo identification of the parties and witnesses.
4. Electronic Mail (“e-mail”) addresses for parties, counsel and witnesses. All e-mail addresses must be current and able to receive all notices relating to this matter.
5. Cellphone numbers for all parties, counsel, and witnesses at which they can be reached and respond to text message during the hearing (in the event a connection is lost).
6. A statement whether executive session may be required to receive testimony containing personal protected information, and if so, what that information may be (treatment records, patient records, therapy reports). Parties or counsel should identify any witnesses listed in response to #2 above who may provide testimony relating to personal protected information requiring executive session.
7. A statement whether an interpreter will be needed for the proceeding.

This is a formal public hearing. It will be video recorded and posted on the DPH website for public viewing. All hearing participants should appear in proper attire, in proper surroundings, and remove any potential distractions.

In preparation, please make sure all of your devices are fully functioning and properly charged. All participants are required to have video and audio functions on when testifying or speaking. Our office will contact you again 3 to 5 calendar days prior to the hearing to provide you with any further instructions and a Microsoft Teams link / phone number and code to enter the hearing.

Should you have any question please contact the hearing office at poho.dph@ct.gov.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

: PETITION NO. 2021-317

IN RE: Adrienne DeLucia :
: MAY 18, 2021

OBJECTION TO PETITION FOR SUMMARY SUSPENSION

The Respondent, Adrienne DeLucia, R.N., hereby objects to the Petition for Summary Suspension filed by the Department of Public Health, dated May 4, 2021. In support of her objection, the Respondent states the following:

1. The Respondent, Mrs. Adrienne DeLucia (“DeLucia”) is a 2002 graduate of Southern Connecticut State University and is the holder of Connecticut registered nursing licenses number 069431.

2. Nurse DeLucia petitioned the Department for the reinstatement of her license in 2018, having voluntarily surrendered her license (which had also lapsed) in 2015. In the Reinstatement Consent Order Nurse DeLucia acknowledged and admitted that on various occasions during approximately 2011 through 2016 she abused and/or utilized to excess controlled substances which did, and/or may have, affected her practice as a nurse. She also admitted and acknowledged that that conduct constituted grounds for denial of her application for reinstatement.

3. The Department did approve the Reinstatement Consent Order on December 5, 2018. The Reinstatement Consent Order reinstated Nurse DeLucia's nursing license once she satisfied the regulatory conditions for licensure and completed a nursing refresher course. Moreover, the Reinstatement Consent Order placed Nurse DeLucia on a four (4) year probation, with conditions including, in part, (a) therapy and counseling with appropriate reporting, (b) refraining from possession or use of controlled substances, legend drugs or alcohol, with random observed urine screens, (c) narcotic key restrictions, (d) notification and reporting from her employer, (e) attendance at community support groups 8-10 times per month.

4. On or about April 9, 2021, the urine sample from Nurse DeLucia tested positive for alcohol.

5. Since her positive test for alcohol Nurse DeLucia has taken proactive steps to address her alcohol use and demonstrate to the Board that she has genuine insight into her use and that the Board can have confidence that she can continue to safely and competently practice nursing.

6. Nurse DeLucia was admitted into an intensive outpatient program (IOP) on April 28, 2021. She attends the IOP three days a week, three hours per session. Moreover, as part of her IOP she gives supervised urine screens each date, all of which have been negative for alcohol or any substances. See attached as **Exhibit A** (requested to be entered under seal).

7. Nurse DeLucia has been engaged with the same individual therapist for over a year. Her therapist indicates to the Board that Nurse DeLucia "took complete accountability for

her poor judgment” and that she “asked if she could start doing increased therapy sessions to help her get back on track and obtain that support she needed to help her navigate this lapse in judgment.” Moreover, her therapist indicates that **“I do believe she is able to continue her work as a Registered Nurse as she has demonstrated resiliency in navigating this lapse in judgment and of course will be continuing to work with me.”** Attached as **Exhibit B** (requested to be entered under seal).

8. Additionally, while under the terms of her Reinstatement Consent Order, Nurse DeLucia is required to attend between eight (8) and ten (10) community support (AA/NA) groups each month, since her lapse in April she has regularly averaged twelve or more such meetings. Logs from March through May, 2021, attached as **Exhibit C** (requested to be entered under seal).

9. Nurse DeLucia also has an outpouring of support from her community at home, her community support group and at work.

10. Her NA/AA sponsor writes that while she does not “claim to know everything about Adrienne, [] I can tell you that she is strong, dedicated, focused and 100 % committed to being sober, for life. One day at a time.” Letter of NA/AA Sponsor “T.S.” attached hereto as **Exhibit D**.

11. Nurse DeLucia’s husband, Salvatore DeLucia, writes that his wife, the Respondent, is “thriving in recovery” and that while she made a misstep in her recovery, “it is that honesty and remorse and reflective attitude [in response to her lapse] that stands as proof ...

of her strength, resolve and dedication to the process, her career and her health.” Attached hereto as **Exhibit E** (the names of minors redacted).

12. Nurse DeLucia is employed at EmblemHealth since approximately 2019 as a Nursing Care Manager. Christine Brown, RN, Supervisor of Medical Management Operations writes in support of Nurse DeLucia that “Adrienne produces a high volume of work while consistently maintaining high standards of quality and accuracy...” Moreover, Nurse Brown writes: “I volunteered to write this letter for Adrienne because I am grateful for her contributions to our team and very confident that she has the intelligence, work ethic, and commitment to continue to be an asset to our team. She is a fantastic employee, valuable team member, and one of our strongest team links.” Attached hereto as **Exhibit F**.

13. Moreover, a letter is also included from the Director of Medical Management Operations, Cooper Nolan, MBA, RN, who indicates “Adrienne has shown good clinical judgment as well as professionalism in her role during her time with Connecticare/EmblemHealth. She has been a strong contributor to our team and I feel her employment has been a positive influence in Adrienne. A return to work as soon as reasonable would be beneficial to Adrienne’s future.” Attached hereto as **Exhibit E**.

14. Moreover, consideration should also be made to the fact that Nurse DeLucia had very promptly accepted responsibility for her lapse in judgment. She authored a statement to the Board, which the undersigned believes was previously forwarded to counsel for the Department. In that statement she reinforced her commitment to the profession, to helping people, and her

continued desire to learn from her experiences to grow stronger and steadier in her recovery and remission. Nurse DeLucia also recounted her having toasted with a sip of wine the return of her husband (a teacher) and daughters to in-person school. See statement of Respondent, Attached as **Exhibit H**.

15. Under Connecticut General Statutes Section 4-182(c) "... If the agency finds that public health, safety or welfare imperatively requires emergency action, and incorporates a finding to that effect in its order, summary suspension of a license may be ordered pending proceedings for revocation or other action."

16. Moreover, Connecticut General Statutes Section 19a-17(c) indicates that the Board "...may summarily suspend a practitioner's license or permit in advance of a final adjudication or during the appeals process if such board or commission or the department finds that a practitioner or permittee represents a clear and immediate danger to the public health and safety if he is allowed to continue to practice."

17. The records provided by Ms. DeLucia evidence that she had a lapse in judgment. However, a lapse in judgment for which she took prompt responsibility and immediate corrective measures. **In fact, it is hard to foresee what more measures Nurse DeLucia could possibly have undertaken to demonstrate her commitment to sobriety and contriteness in light of her poor decision.**

18. There is no evidence on the record before the Board to support that Nurse DeLucia's lapse in judgment by having a sip of wine on April 8, 2021 has impacted her ability to provide competent nursing service, nor that she was in any way impaired in her nursing duties.

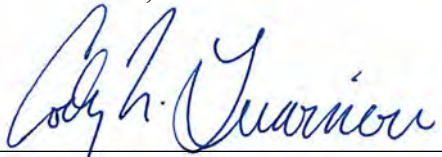
19. In fact, according to the opinion of Nurse DeLucia's therapist, she can continue her work as a Registered Nurse, particularly in light of her demonstrated resiliency in navigating her lapse in judgment and continuing therapeutic efforts.

20. As such, the documentation before the Board does not support that Ms. DeLucia poses an immediate danger to the public health and safety if she were permitted to continue in her nursing position during the pendency of this administrative matter. This, there is no reason to believe that the public health, safety or welfare imperatively requires emergency action in this case.

21. Moreover, as this Board has seen on many occasions and knows well, a relapse or lapse in judgment is a symptom of substance use disorders generally. In this case, Ms. DeLucia's actions following her relapse demonstrate her commitment to sobriety and personal responsibility for her conduct. The Board should encourage earnest and immediate interventions following a relapse, such as demonstrated in this case.

WHEREFORE, the Respondent respectfully requests that the Board deny the Department's Motion for Summary Suspension in this case.


RESPONDENT, ADRIENNE DELUCIA

By 

Cody N. Guarnieri, Esq.
Brown Paindirisi & Scott, LLP
100 Pearl Street, Suite 200
Hartford, CT 06103
(Tel.) 860-522-3343
(Fax) 860-522-2490
cody@bpslawyers.com

CERTIFICATION

A copy of the foregoing was emailed to Attorney Joelle Newton, Staff Attorney for the Connecticut Department of Public Health, to Joelle.Newton@ct.gov and Jeffrey A. Kardys, Administrative Hearings Specialist, Connecticut Department of Public Health, to Jeffrey.Kardys@ct.gov, on this 18th day of May, 2021.



Cody N. Guarnieri

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

: PETITION NO. 2021-317

IN RE: Adrienne DeLucia :

: MAY 18, 2021

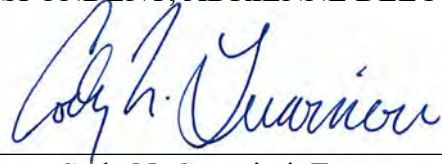
ANSWER TO STATEMENT OF CHARGES

The Respondent, Adrienne DeLucia, R.N., hereby responds to the Statement of Charges dated May 5, 2021, as follows:

1. Paragraph 1 is admitted.
2. Paragraph 2 is admitted.
3. Paragraph 3 is admitted to the extent that respondent consumed a small quantity of alcohol on April 8, 2021, which resulted in a positive for the metabolite of alcohol in a urine test taken on April 9, 2021.
4. Paragraph 4 is admitted.
5. Paragraph 5 is denied.
6. Paragraph 6 is denied.

RESPONDENT, ADRIENNE DELUCIA

By



Cody N. Guarnieri, Esq.
Brown Paindiris & Scott, LLP
100 Pearl Street, Suite 200
Hartford, CT 06103
(Tel.) 860-522-3343
(Fax) 860-522-2490
cody@bpslawyers.com

CERTIFICATION

A copy of the foregoing was emailed to Attorney Joelle Newton, Staff Attorney for the Connecticut Department of Public Health, to Joelle.Newton@ct.gov and Jeffrey A. Kardys, Administrative Hearings Specialist, Connecticut Department of Public Health, to Jeffrey.Kardys@ct.gov, on this 18th day of May, 2021.


Cody N. Guarnieri

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Gustavo Mastarreno, RN

Petition No. 2020-783

STATEMENT OF CHARGES

Pursuant to the General Statutes of Connecticut, §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Gustavo Mastarreno:

1. Gustavo Mastarreno of South Glastonbury, Connecticut (hereinafter "respondent") is the holder of Connecticut registered nursing license number 074170.
2. On various occasions in 2017, 2018 and 2019, respondent abused and/or utilized to excess alcohol. Respondent was arrested and incarcerated for driving while intoxicated.
3. In or about April 2019, respondent abused and/or utilized to excess alcohol and/or was impaired while practicing nursing at Bristol Hospital.
4. On or about April 29, 2020, respondent abused and/or utilized to excess alcohol.
5. On or about August 19, 2020 respondent failed to properly waste morphine and/or was impaired sleeping and/or inattentive to patient care while practicing nursing at Yale New Haven Hospital.
6. Respondent's abuse and/or excessive use of alcohol does, and/or may, affect his practice of nursing.
7. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99 including but not limited to
 - a. §20-99(b)(2);
 - b. §20-99(b)(5); and/or
 - c. §20-99(b)(6).

THEREFORE, the Department prays:

The Connecticut Board of Examiners for Nursing, as authorized by Connecticut General Statutes §§20-99(b) and 19a-17, revoke or order other disciplinary action against respondent's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 8th day of September, 2020.



Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**


In re: Gustavo Mastarreno, RN

Petition No. 2020-783

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend Gustavo Mastarreno's nursing license in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and belief that Gustavo Mastarreno's continued nursing practice represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 8th day of September, 2020.


Christian D. Andresen, MPH, CPH, Section Chief
Practitioner Licensing and Investigations Section
Healthcare Quality and Safety Branch

STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

In re: **Gustavo Mastarreno, RN**

Petition No. 2020-783

SUMMARY SUSPENSION ORDER


WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

WHEREAS, said affidavits allege facts which show violations of §20-99(b) of the Connecticut General Statutes, and which imperatively require emergency action in that the public health, safety or welfare of the citizens of the State of Connecticut is in clear and immediate danger.

NOW, THEREFORE, pursuant to §4-182(c) and §19a-17(c) of the Connecticut General Statutes, it is hereby **ORDERED**, by vote of the Board of Examiners for Nursing:

1. That license number 074170 of **Gustavo Mastarreno**, to practice as a registered nurse in the State of Connecticut is hereby summarily suspended pending a final determination by the Board of Examiners for Nursing regarding the allegations contained in the Statement of Charges, and
2. That said license shall be *immediately surrendered* to the Department of Public Health, Public Health Hearing Office, 410 Capitol Avenue, MS#13PHO, P.O. Box 340308, Hartford, CT 06134-0308 upon notification of this Order, and
3. That a hearing in this matter is scheduled for the 20th day of January 2021, at 9:00 a.m. The hearing will be held by video conference.

Dated at Waterbury, Connecticut this 16th day of September, 2020.


Patricia C. Bouffard, D.N.Sc., RN, Chair
Connecticut Board of Examiners for Nursing



Phone: (860) 509-7566 • Fax: (860) 707-1904
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308



**STATE OF CONNECTICUT
CONNECTICUT BOARD OF EXAMINERS FOR NURSING**

Gustavo Mastarreno
c/o Daniel Csuka, Esq
Moore Leonhardt & Associates
67 Russ Street
Hartford, CT 06106

VIA EMAIL ONLY (djc@mooreleonhardt.com)

RE: Gustavo Mastarreno, RN - Petition No. 2020-783

NOTICE OF HEARING

By authority of the General Statutes of Connecticut, Section 4-177, you are hereby notified to appear before the Board of Examiners for Nursing for a hearing on the attached Charges against you at 9:00 AM on **January 20, 2021**. The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing. The link to connect to the hearing will be provided by email 3-5 days prior to the hearing.

These Charges are being brought against you under the provisions of the Sections 19a-9, 19a-10 and 20-99(b) of the Connecticut General Statutes. The hearing will be conducted in accordance with Chapter 54 of the General Statutes of Connecticut and Section 19a-9-1, et seq., of the Regulations of Connecticut State Agencies (Public Health Code).

At the hearing you will have the opportunity to present your evidence, including witnesses and documents. It will be your responsibility to provide the hearing connection link to any witnesses you may call.

Filing an Answer; Failure to File Answer:

You are required to file an answer to the attached Charges with the Department of Public Health within 14 days from the date of this Notice of Hearing. *Please note: failure to file an Answer could result in the allegations being found to be true as stated, and the possibility that you will not be permitted to submit any evidence concerning the allegations.*

Representation by an Attorney:

At the aforementioned hearing you may be represented by an attorney and present evidence on your behalf. Although you may represent yourself (pro se), you are urged to obtain the services of an attorney.

Documents:

If you intend to introduce documents into evidence, **YOU MUST COMPLY WITH THE FOLLOWING REQUIREMENTS:**

Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted.

The following information shall be redacted.

- (1) Date of birth
- (2) Mother's maiden name
- (3) Motor vehicle operator's license number
- (4) Social Security Number
- (5) Other government-issued identification number
- (6) Health insurance identification number
- (7) Financial account number
- (8) Security code or personal identification number (PIN)

Order Re: Filings

In preparation for this hearing you must, no later than September 2, 2020, provide the information specified in the attached Notice for Submissions.

All communications to the Board shall be submitted in this fashion. The Department or Respondent shall provide a copy of each document filed to Respondent or Department as the case may be and certify such to the Board.

Failure to Appear:

If you fail to appear at the hearing, upon proof that due notice was served upon you to appear, the Board may proceed in the same manner as though you were present in person. **The Board may hold a fact-finding meeting immediately following the close of the record.**

Please call 860-509-7566 as soon as possible if you have any questions about the hearing schedule.

Dated at Hartford, Connecticut this 17th day of September, 2020.

For the Connecticut Board of Examiners for Nursing

/s/ Jeffrey A. Kardys

Jeffrey A. Kardys, Administrative Hearings Specialist

c: Christian Andresen, Section Chief, Practitioner Licensing and Investigations
Joelle Newton, Staff Attorney, Office of Legal Compliance

The Department of Public Health is an equal opportunity provider and employer.

*If you require aid/accommodation to participate fully and fairly,
please contact the Public Health Hearing Office at 860-509-7566.*

Notice for Submissions

The hearing in the matter of: **Gustavo Mastarreno, RN – Petition No. 2020-783** has been scheduled for **January 20, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **January 7, 2021**, you must provide the following by electronic mail response to the hearing office at poho.dph@ct.gov

1. Electronically Pre-filed exhibits – Exhibits should be pre-marked for identification (i.e. Department exhibit 1, Respondent exhibit A), page numbered, and properly redacted. *Parties and/or counsel should stipulate to any exhibits and facts not in dispute, and provide any objections to proposed exhibits.* All exhibits also must be sent to the opposing party or counsel.
2. Witness List – identify any persons expected to be called to testify. Be sure to notify your witnesses that they will be required to remain available and in attendance for the full duration of the hearing. (This will eliminate the difficulty of trying to reach witnesses again for rebuttal or additional examination later in the hearing). Witness lists also must be sent to the opposing party or counsel.
3. Photo Identification: a copy of a government-issued photo identification of the parties and witnesses.
4. Electronic Mail (“e-mail”) addresses for parties, counsel and witnesses. All e-mail addresses must be current and able to receive all notices relating to this matter.
5. Cellphone numbers for all parties, counsel, and witnesses at which they can be reached and respond to text message during the hearing (in the event a connection is lost).
6. A statement whether executive session may be required to receive testimony containing personal protected information, and if so, what that information may be (treatment records, patient records, therapy reports). Parties or counsel should identify any witnesses listed in response to #2 above who may provide testimony relating to personal protected information requiring executive session.
7. A statement whether an interpreter will be needed for the proceeding.

In preparation for the remote hearing, please make sure all of your devices are fully functioning and properly charged. All participants are required to have video and audio functions on when testifying or speaking.

Our office will contact you again 3 to 5 calendar days prior to the hearing to provide you with any further instructions and a Microsoft Teams link / phone number and code to enter the hearing.

Should you have any questions regarding the above, please contact the hearing office.

**STATE OF CONNECTICUT
DEPARTMENT OF PUBLIC HEALTH
HEALTHCARE QUALITY AND SAFETY BRANCH**

In re: Gustavo Mastarreno, RN

Petition No. 2020-783

RESPONDENT'S ANSWER TO STATEMENT OF CHARGES

The Respondent, Gustavo Mastarreno, RN, hereby respectfully answers the Department of Public Health's Statement of Charges dated September 8, 2020, as enclosed with the Notice of Hearing dated September 17, 2020.

1. Admit.
2. Respondent admits that on various occasions in 2017, 2018 and 2019, he abused and/or utilized to excess alcohol. Respondent further admits that in 2017 and 2018, he was arrested for driving while intoxicated. Respondent denies the remainder of the allegations set forth in Paragraph 2, in particular that he was incarcerated for driving while intoxicated.
3. Deny.
4. Admit.
5. Respondent admits that on or about August 19, 2020, he was sleeping and/or inattentive to patient care while practicing nursing at Yale New Haven Hospital. Respondent denies the remainder of the allegations set forth in Paragraph 5.
6. Deny.
7. Deny.

Respondent will present any and all defenses available to him at the administrative hearing and reserves his right to amend or supplement this Answer.

RESPONDENT,
GUSTAVO MASTARRENO, RN

BY: _____/s/
Mary Alice Moore Leonhardt (#303506)
Daniel J. Csuka (#433441)
Moore Leonhardt & Associates LLC
67 Russ Street, 2nd Floor
Hartford, CT 06106
Tel. (860) 216-6337
Fax (860) 216-6605
ma@mooreleonhardt.com
djc@mooreleonhardt.com

CERTIFICATION OF SERVICE

I hereby certify that a copy of the above was or will immediately be mailed or delivered electronically and/or non-electronically on this 1st day of October, 2020, to the following:

Jeffrey A. Kardys
Administrative Hearings Specialist
Department of Public Health
Public Health Hearing Office
410 Capitol Avenue, MS#13PHO
P.O. Box 340308
Hartford, CT 06134-0308
jeffrey.kardys@ct.gov

Joelle Newton
Staff Attorney
Department of Public Health
Office of Legal Compliance
410 Capitol Avenue, MS#12LEG
P.O. Box 340308
Hartford, CT 06134-0308
joelle.newton@ct.gov

/s/
Daniel J. Csuka

MOORE LEONHARDT & ASSOCIATES LLC
ATTORNEYS-AT-LAW

DANIEL J. CSUKA, ESQ.
djc@mooreleonhardt.com

TELEPHONE: (860) 216-6337
FACSIMILE: (860) 216-6605

January 8, 2021

VIA EMAIL ONLY

Jeffrey A. Kardys
Department of Public Health
Legal Office/Public Health Hearing Office
410 Capitol Avenue, MS 13PHO
P.O. Box 340308
Hartford, CT 06134-0308
jeffrey.kardys@ct.gov

Re: Gustavo Mastarreno, RN – Petition No. 2020-783

Dear Mr. Kardys:

As you know, this office represents Mr. Mastarreno with respect to the above-referenced matter. I respectfully write to request a three (3) month continuance of the hearing presently scheduled for January 20, 2021. Several members of Mr. Mastarreno's family were recently diagnosed with COVID-19, one of which being his mother. In addition, he is going through a divorce which he hopes will be mostly resolved by the proposed new hearing date.

Mr. Mastarreno's nursing license was summarily suspended in September 2020. He has surrendered copies of his license and is not practicing. Therefore, continuing the hearing to a later date – specifically the April 21, 2021 meeting of the Board – does not represent a risk to the public or constitute a burden on the Department.

HARTFORD OFFICE

67 Russ Street
Hartford, CT 06106
Tel. (860) 216-6337
Fax. (860) 216-6605

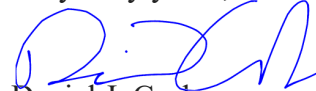
GREENWICH OFFICE

67 Holly Hill Lane
Greenwich, CT 06831
Tel. (860) 614-0272
Fax. (860) 216-6605

Jeffrey A. Kardys
Page 2 of 2
January 8, 2021

Thank you for your attention to and consideration of this matter.

Very truly yours,



Daniel J. Csuka

C: Joelle Newton, Esq.

STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

January 11, 2021

Daniel Csuka, Esq.
67 Russ Street, 2nd Floor
Hartford, CT 06106

VIA EMAIL ONLY

Joelle Newton, Staff Attorney
Department of Public Health
410 Capitol Avenue, MS #12LEG
PO Box 340308
Hartford, CT 06134-0308

VIA EMAIL ONLY

RE: Gustavo Mastarreno, RN – Petition No. 2020-783

RULING ON REQUEST FOR CONTINUANCE

In an email dated January 8, 2021, counsel for respondent requested a postponement of the hearing in the referenced matter scheduled for January 20, 2021. Without objection from the Department of Public Health, respondent's request is granted.

The hearing is rescheduled to **Wednesday, April 21, 2021 at 9:00 a.m.** In addition, the deadline for the submission of pre-field exhibits is extended to April 1, 2021.,

The Summary Suspension of respondent's registered nurse license remains in effect.

FOR: BOARD OF EXAMINERS FOR NURSING

BY: /s/ Jeffrey A. Kardys

Jeffrey A. Kardys, Administrative Hearings Specialist/Board Liaison
Department of Public Health
410 Capitol Avenue, MS #13PHO
PO Box 340308
Hartford, CT 06134-0308
Tel. (860) 509-7566 FAX (860) 707-1904



Phone: (860) 509-7566 • Fax: (860) 707-1904
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
www.ct.gov/dph
Affirmative Action/Equal Opportunity Employer



STATE OF CONNECTICUT

DEPARTMENT OF PUBLIC HEALTH



Deidre S. Gifford, MD, MPH
Acting Commissioner

Ned Lamont
Governor
Susan Bysiewicz
Lt. Governor

BOARD OF EXAMINERS FOR NURSING

April 20, 2021

Mary Alice Moore Leonhardt, Esq.
67 Russ Street, 2nd Floor
Hartford, CT 06106

VIA EMAIL ONLY

Joelle Newton, Staff Attorney
Department of Public Health
410 Capitol Avenue, MS #12LEG
PO Box 340308
Hartford, CT 06134-0308

VIA EMAIL ONLY

RE: Gustavo Mastarreno, RN – Petition No. 2020-783

RULING ON REQUEST FOR CONTINUANCE

In an email dated April 19, 2021, counsel for respondent requested a postponement of the hearing in the referenced matter scheduled for April 21, 2021. Without objection from the Department of Public Health, respondent's request is granted.

The hearing is rescheduled to **Wednesday, June 16, 2021 at 9:00 a.m.** The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing.

The Summary Suspension of respondent's registered nurse license remains in effect.

FOR: BOARD OF EXAMINERS FOR NURSING

BY: /s/ Jeffrey A. Kardys

Jeffrey A. Kardys, Administrative Hearings Specialist/Board Liaison
Department of Public Health
410 Capitol Avenue, MS #13PHO
PO Box 340308
Hartford, CT 06134-0308
Tel. (860) 509-7566 FAX (860) 707-1904



Phone: (860) 509-7566 • Fax: (860) 707-1904
Telecommunications Relay Service 7-1-1
410 Capitol Avenue, P.O. Box 340308
Hartford, Connecticut 06134-0308
www.ct.gov/dph

Affirmative Action/Equal Opportunity Employer

