

**AGENDA**  
**BOARD OF EXAMINERS FOR NURSING**  
**Department of Public Health**  
**410 Capitol Avenue, Hartford, CT**  
**October 20, 2021 - 8:30 AM**

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

**SCHEDULING OF ADDITIONAL BOARD MEETINGS**

**CONNECTICUT LEAGUE FOR NURSING – Monthly Update**

**SCHOOL ISSUES**

- *Central Connecticut State University – Temporary Waiver Request*
- *Lincoln Technical Institute – Approval of Director of Nursing – New Britain Campus*
- *Stone Academy – 5 year study*

**SCOPE OF PRACTICE**

September 2021 Summary

**MEMORANDA OF DECISION**

- |                                |   |
|--------------------------------|---|
| • <i>Kristin Brice, LPN</i>    | <i>Petition No. 2020-1239</i>             |
| • <i>Judith Cullen, RN</i>     | <i>Petition No. 2020-736</i>              |
| • <i>Erin Fitzpatrick, LPN</i> | <i>Petition Nos. 2020-330; 2020-1015</i>  |
| • <i>Allison Krawza, RN</i>    | <i>Petition No. 2020-580</i>              |
| • <i>Lourdes Mercado, LPN</i>  | <i>Petition Nos. 2019-1074; 2020-1131</i> |
| • <i>Daniel O'Brien, RN</i>    | <i>Petition No. 2018-791</i>              |
| • <i>Natalie Primini, LPN</i>  | <i>License Reinstatement</i>              |

**MOTION FOR SUMMARY SUSPENSION**

- |                               |                               |                                     |
|-------------------------------|-------------------------------|-------------------------------------|
| • <i>Donna Duncan, RN</i>     | <i>Petition No. 2020-1231</i> | <i>Staff Attorney Aden Baume</i>    |
| • <i>Danielle Howley, LPN</i> | <i>Petition No. 2021-557</i>  | <i>Staff Attorney Joelle Newton</i> |
| • <i>Jennifer Scanlon, RN</i> | <i>Petition No. 2021-298</i>  | <i>Staff Attorney Diane Wilan</i>   |

**CONSENT ORDERS**

- |                              |                               |                                      |
|------------------------------|-------------------------------|--------------------------------------|
| • <i>Susan Dunnigan, RN</i>  | <i>Petition No. 2020-244</i>  | <i>Staff Attorney Linda Fazzina</i>  |
| • <i>Nicole Ring, RN</i>     | <i>Petition No. 2020-1175</i> | <i>Staff Attorney Craig Sullivan</i> |
| • <i>Sandra E. Ring, LPN</i> | <i>Petition No. 2020-1074</i> | <i>Staff Attorney Diane Wilan</i>    |
| • <i>Timothy Testa, LPN</i>  | <i>Petition No. 2021-443</i>  | <i>Staff Attorney Joelle Newton</i>  |

**AGENDA**  
**BOARD OF EXAMINERS FOR NURSING**  
**September 15, 2021 - 8:30 AM**

**Page 2 of 2**

**HEARINGS**

- |                          |                        |                                |
|--------------------------|------------------------|--------------------------------|
| • Amy Saunders, LPN      | Petition No. 2021-518  | Staff Attorney Linda Fazzina   |
| • Stacey Thompson        | Petition No. 2021-714  | Staff Attorney Aden Baume      |
| • Christine Trombino     | Petition No. 2020-895  | Staff Attorney Aden Baume      |
| • Audrey Smarrelli, LPN  | Petition No. 2019-424  | Staff Attorney Linda Fazzina   |
| • Nichelle Robinson, RN  | Petition No. 2021-516  | Staff Attorney Leslie Scoville |
| • Angel Predzimirski, RN | Petition No. 2020-1221 | Staff Attorney Joelle Newton   |

*Revised 10-14-2021*

**Board of Examiners for Nursing - Meeting/Hearings via Microsoft Teams**

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[+1 860-840-2075](#) - Phone Conference ID: 695 835 1#

## **Board of Examiners for Nursing (BOEN) meeting 10/20/2021**

- **Central Connecticut State University (CCSU):**

CCSU is requesting a 3-month temporary waiver for **Kerilee Segovia, RN, BSN** as a clinical instructor for NRSE 465: Nursing Care of Families with Children. This request will not exceed the 10% outlined in the Regulations. Ms. Segovia will be providing clinical instruction to five senior level students at Hospital for Special Care on the pediatric care unit. Kerilee earned a Bachelor of Science in Nursing in May 1998 from Texas Woman's University and is matriculated in the Master of Science in Nursing, Education program at the University of Hartford with an expected graduation date of December of 2021. Ms. Segovia will be oriented to the clinical instructor role by the CCSU course coordinator, Dr. Kerri Langevin, APRN, EdD and at the clinical site by Jeanne Thomas, RN, EdD from Hospital for Special Care who will also be her clinical mentor. Kerilee's clinical experiences include staff nurse in an outpatient setting, staff & charge nurse on a complex pediatric unit at a chronic disease hospital (Hospital for Special Care) and preceptor for nurses on that unit.

- **Lincoln Technical Institute (LTI):**

LTI is requesting approval of **Laure McKeown, MSN, RN** as the Director of Nursing at the New Britain campus. Ms. McKeown earned a Bachelor of Science in Nursing from the University of Connecticut in May of 1993, and a Master of Science in Nursing from Western Governors University in September of 2020. Her clinical experiences include School Nurse, staff, charge, preceptor & educator on a labor & delivery unit at an acute care hospital and Program Administrator & Instructor of a fetal monitoring class for health care providers. Laura's educational experiences include Instructor at LTI and Assistant Director of Nursing for the LTI New Britain campus.

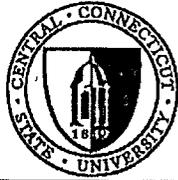
- **Stone Academy:**

The following are revisions were completed for their 5-year study:

1. **Criterion 1:** Revised organization so that the agenda precedes the minutes for the Practical Nurse Advisory Board Meetings & the Practical Nurse Curriculum Meetings. Highlighted in the minutes are each agenda item that was discussed.
2. **Criterion 3:** Added the Chamberlain University transcript for Lisa Plamer RN, BSN the Interim Practical Nursing Program Administrator, and job description for the Practical Nursing Program Administrator, revised 09/2021.
3. **Criterion 4:** Edited narrative to indicate whom employees report to & job descriptions.
4. **Criterion 6:** Updated the East Hartford campus clinical to faculty ratio.
5. **Criterion 7:** Added the last page of the Drug and Alcohol Policy.
6. **Criterion 11:** Replaced the word "assessment" in all the identified locations.
7. **Criterion 13:** Added Stone Academy's COVID-19 Policies & Information location.

NURSING

CCSU



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Central Connecticut State University

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

October 2021

Dear Ms. Smith:

I am submitting this temporary 3-month waiver request for the Fall 2021 Semester for a clinical section that runs the second 8 weeks of the semester, due to an unexpected clinical adjunct vacancy. Currently CCSU does not have any current temporary waivers in place.

The Nursing Department has 9 full-time nursing faculty, 2 full-time staff members, and for the fall 2021 semester there are 26 clinical adjunct faculty and 1 course adjunct faculty. Included in the attached documents are the organizational charts for CCSU, SEPS and the Department.

The candidate for this 3-month temporary waiver is Ms. Kerilee Segovia RN BSN MSNc. She is currently completing her MSN program at the University of Hartford with anticipated completion in December 2021. Attached to this request is a copy of her official transcript from University of Hartford and a letter from her advisor confirming her matriculation status and expected date of graduation. The clinical section is part of NRSE 465: Nursing Care of Families with Children: the clinical section is designated as L09. This clinical section has 5 students enrolled and it will remain capped at that number. The students are at the senior level in the program curriculum (3<sup>rd</sup> year) and concurrently will be completing their senior medical-surgical 15-week clinical course section. The site of this clinical section will be at Ms. Segovia's current place of employment as a direct practice nurse on the pediatric care unit at The Hospital for Special Care (HFSC). She has been employed at HFSC for 20 years and has experience precepting on the unit. Her CCSU orientation will be completed with the pediatric course coordinator, Dr. Kerri Langevin pediatric APRN EdD, and she will be provided the Department clinical adjunct faculty orientation manual for reference. Her clinical mentor at HFSC will be Jeanne Thomas RN EdD, who is a full-time employee of HFSC and a long time clinical adjunct faculty with CCSU, who will coordinate her clinical adjunct orientation at HFSC. Together Kerri and Jeanne have over 25 years of pediatric nursing experience and are exemplary clinical faculty with CCSU.

I would be happy to answer any questions to assist with the consideration of this temporary waiver.

Thank you,

*Catherine S. Thomas*

Catherine S. Thomas RN DNP MSN CNE  
Department Chair  
[csthomas@ccsu.edu](mailto:csthomas@ccsu.edu)

Kerilee Segovia

14 Curry Lane East Hampton, CT 06424

860-202-2579

segovia@hartford.edu

**PROFESSIONAL SUMMARY:** Diligent, conscientious nursing professional with over 20 years' clinical experience pediatric inpatient setting. Currently seeking my master's degree in Nursing with the goal of teaching nursing students in the baccalaureate program.

**EDUCATION:**

**Master of Science** - Nursing, December 2021 (projected)

University of Hartford, Hartford, Connecticut.

**Bachelor of Science** - Nursing, May 1998.

Texas Woman's University, Houston, Texas.

**Bachelor of Arts in Communication**, May 1991.

University of Connecticut, Storrs, Connecticut.

**WORK EXPERIENCE:**

Hospital for Special Care, New Britain, CT. April 2001 – present.

Accomplished charge nurse and assistant to coordinator on 28 bed medically complex, pediatric unit. Provide nursing care and assist respiratory therapists with ventilator and G tube dependent children. Collaborate with physicians and therapists in promotion of physical, emotional, and developmental needs of the pediatric patient. Serves as role model to peers and preceptor to new staff nurses.

Kelsey-Seybold Clinic, Spring, Texas. 1999 – 2001.

Provided direct patient care in an outpatient setting to patients, in Internal Medicine, Family Practice, OB-Gyn and Pediatrics.

**CERTIFICATIONS:**

PALS certified.

CPR instructor.

# UNIVERSITY OF HARTFORD

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## COLLEGE OF EDUCATION, NURSING AND HEALTH PROFESSIONS

### DEPARTMENT OF NURSING

29 September 2021

Dear Dr. Thomas,

Kerilee Segovia is a fully matriculated student in the MSN Program at the University of Hartford. In consultation with the College of Education, Nursing and Health Professions' College Evaluator, it is determined that Ms. Segovia will have sufficient credits to graduate in December, 2021. As her academic advisor, I am certain she will complete this current semester and receive her MSN degree.

If you have any questions, please contact me.

Sincerely,



**Susan Eichar, EdD, APRN**

Associate Professor Nursing

*"Transforming our Students' Perspective on Nursing since 1976"*

P: 860-768-4167

F: 860-768-5346

seichar@hartford.edu

University of Hartford

Department of Nursing – Auerbach 228



**UNIVERSITY OF HARTFORD**  
 200 BLOOMFIELD AVENUE  
 WEST HARTFORD, CT 06117

Student No:

Date of Birth:

Date Issued: 28-SEP-2021

Record of: Kerilee Segovia  
 Current Name: Kerilee Segovia  
 Issued To: Central Connecticut State Univ  
 Parchment DocumentID: TWY7CJSO

O F F I C I A L

Page: 1

Course Level: Graduate  
 Advisor: Breda, Karen

Current Program  
 Master of Science Nursing  
 College : Educ., Nursing & Health Prof.  
 Major : OL - Master of Nursing

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
<b>INSTITUTION CREDIT:</b>			
Summer Term 2019			
NUR 540	Seminar in Holistic Nursing	3.00 A	12.00
Ehrs:	3.00 GPA-Hrs: 3.00	QPts: 12.00	GPA: 4.00
Fall Term 2019			
NUR 609	Perspective Transformation I	3.00 A	12.00
Ehrs:	3.00 GPA-Hrs: 3.00	QPts: 12.00	GPA: 4.00
Spring Term 2020			
NUR 621	Advanced Nursing Practice	3.00 A	12.00
Ehrs:	3.00 GPA-Hrs: 3.00	QPts: 12.00	GPA: 4.00
Summer Term 2020			
NUR 690	ST:AdvHea., Assess, Patho, Pharm	3.00 A	12.00
Ehrs:	3.00 GPA-Hrs: 3.00	QPts: 12.00	GPA: 4.00
Fall Term 2020			
NUR 610	Theoretical Perspectives Nur	3.00 A	12.00
NUR 619	Scholarly Inquiry in Nursing	3.00 A	12.00
Ehrs:	6.00 GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00
Spring Term 2021			
NUR 615	Th of Lrning&Teach Health Prof	3.00 A	12.00
NUR 627	Theor.Basis Nursing Education	3.00 A	12.00
***** CONTINUED ON NEXT COLUMN *****			

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:			
Ehrs:	6.00 GPA-Hrs: 6.00	QPts: 24.00	GPA: 4.00
Summer Term 2021			
NUR 672	Advanced Pathophysiology	3.00 A	12.00
Ehrs:	3.00 GPA-Hrs: 3.00	QPts: 12.00	GPA: 4.00
Fall Term 2021			
IN PROGRESS WORK			
NUR 633	Perspective Transformation II	3.00	IN PROGRESS
NUR 656	Applied Evidence-Based Nursing	4.00	IN PROGRESS
In Progress Credits 7.00			
***** TRANSCRIPT TOTALS *****			
TOTAL INSTITUTION	Earned Hrs 27.00	GPA Hrs 27.00	Points 108.00 GPA 4.00
TOTAL TRANSFER	0.00	0.00	0.00 0.00
OVERALL	27.00	27.00	108.00 4.00
***** END OF TRANSCRIPT *****			

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*Natalie N. Durant*

NATALIE N. DURANT  
 DIRECTOR, REGISTRATION AND RECORDS



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CENTRAL CONNECTICUT STATE UNIV  
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TEXAS WOMAN'S UNIVERSITY, DENTON, TEXAS 76204  
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27 Sep 2021

Post Baccalaureate

Page: 1 of 2

Kerilee M Segovia

DEGREES AWARDED

Bachelor of Science  
 Texas Woman's University  
 MAJOR: Nursing

May 1998

OTHER INSTITUTIONS ATTENDED

University of Saint Joseph, West Hartford, Connecticut  
 Lone Star College System, The Woodlands, Texas

TRANSFER CREDIT ACCEPTED

Other Transfer Work

	ATT	CMPL	GPTS	CRD	GPA
Cumulative	34.00	34.00	124.00	34.00	3.647

1995 FALL

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR	
NURS 3043	Fundamentals of Nursing	3.00	3.00	9.00	B	
BIOL 4344	Pathophysiology	4.00	4.00	16.00	A	
NURS 3023	Introd To Prof Nu	3.00	3.00	6.00	C	
NURS 3033	Pharmacology Nurs Practice	3.00	3.00	12.00	A	
		ATT	CMPL	GPTS	CRD	GPA
Current		13.00	13.00	43.00	13.00	3.308
Cumulative		47.00	47.00	167.00	47.00	3.553

1996 SPRING

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR	
NURS 3015	Nurs of Young/middle Aged	5.00	0.00	0.00	WP	
NURS 3003	Nursing Assessment	3.00	3.00	6.00	C	
		ATT	CMPL	GPTS	CRD	GPA
Current		8.00	3.00	6.00	3.00	2.000
Cumulative		55.00	50.00	173.00	50.00	3.460

1996 FALL

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR	
NURS 3604	Nursing Therapeutic Techniques	4.00	4.00	12.00	B	
NURS 3612	Introduction To Nurs Research	2.00	2.00	6.00	B	
		ATT	CMPL	GPTS	CRD	GPA
Current		6.00	6.00	18.00	6.00	3.000
Cumulative		61.00	56.00	191.00	56.00	3.411

1997 SPRING

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR	
NURS 3803	Nurs Experience With Families	3.00	3.00	9.00	B	
NURS 3815	Nurs Family W Acute Htlh Prob	5.00	5.00	15.00	B	
NURS 4602	Nurs Experience With Groups	2.00	2.00	8.00	A	
		ATT	CMPL	GPTS	CRD	GPA
Current		10.00	10.00	32.00	10.00	3.200
Cumulative		71.00	66.00	223.00	66.00	3.379

1997 SUMMER 1

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR	
NURS 3805	Nurs the Developing Family	5.00	5.00	15.00	B	
NURS 4612	Promote Wellness in Aging Fam	2.00	2.00	8.00	A	
		ATT	CMPL	GPTS	CRD	GPA
Current		7.00	7.00	23.00	7.00	3.286
Cumulative		78.00	73.00	246.00	73.00	3.370

1997 FALL

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR	
NURS 4604	Promote Mental Wellness Fam/gr	4.00	4.00	12.00	B	
NURS 4605	Nurs Family W Chronic Htlh Prb	5.00	5.00	15.00	B	
NURS 4614	Nurs Experience W Communities	4.00	4.00	16.00	A	
		ATT	CMPL	GPTS	CRD	GPA
Current		13.00	13.00	43.00	13.00	3.308
Cumulative		91.00	86.00	289.00	86.00	3.360

F.I.C.E. No. 003646

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*Robert L. Lothringer*  
 Robert L. Lothringer, Registrar



TEXAS WOMAN'S UNIVERSITY, DENTON, TEXAS 76204  
PERMANENT RECORD

27 Sep 2021

Post Baccalaureate

Page: 2 of 2

Kerilee M Segovia

1998 SPRING

COURSE	DESCRIPTION	ATT	CMPL	GPTS	GR
NURS 4803	Nurs Ldership/mgemnt Experienc	3.00	3.00	12.00	A
NURS 4805	High Acuity Nursing	5.00	5.00	15.00	B
NURS 4806	Transition To Pro Nursing	6.00	6.00	24.00	A
	ATT	CMPL	GPTS	CRD	GPA
Current	14.00	14.00	51.00	14.00	3.643
Cumulative	105.00	100.00	340.00	100.00	3.400

TEC 51.907 UNDERGRADUATE COURSE DROP COUNTER: X

END OF POST BACCALAUREATE TRANSCRIPT

*Robert L. Lothringer*  
Robert L. Lothringer, Registrar



**History and Accreditation:**

Texas Woman's University is a comprehensive public university, primarily for women. A teaching and research institution, the University emphasizes the liberal arts and specialized or professional studies. TWU is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award baccalaureate, master's and doctoral degrees. Texas Woman's University has operated under the following names since opening in 1901 by an act of the 27<sup>th</sup> Legislature:

1957-present.....	Texas Woman's University
1934-1957.....	Texas State College for Woman
1905-1934.....	Collegé of Industrial Arts
1901-1905.....	Girls Industrial College

**Calendar:**

Semester:	Abbreviation:	Length in weeks:
Fall, Spring	FA, SP	15
Fall I, II, III	FA1, FA2, FA3	5
Spring I, II, III	SP1, SP2, SP3	5
Summer	SU	10
Summer I	SU1	2
Summer II, III	SU2, SU3	5

**Course Numbering System:**

1000-1999	Freshman Level
2000-2999	Sophomore Level
3000-3999	Junior Level
4000-4999	Senior Level
5000 and above	Graduate Level

**Collaborative Academic Arrangements**

Courses taken by TWU students at another institution as part of a collaborative academic arrangement will be represented with the cross-registration subject of SPEC. Examples of these types of courses would include ROTC, Study Abroad, Alliance, and Federation courses.

**Academic Suspension:**

The minimum cumulative grade point average required for a student to remain in good academic standing is outlined below. A student who fails to achieve the minimum Total GPA will be placed on probation for one semester and then placed on suspension after that if the minimum Total GPA again is not met. The first suspension is for one semester, the second is for two semesters, and the third is for an indefinite period of time.

Cumulative hours Attempted:	Minimum cumulative grade point average:
00-29	1.8
30 and above	2.0

**Eligible to re-enroll policy:**

Students are eligible to continue unless otherwise noted.

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**Grading System:**

The number of grade points given for each grade made by a student is determined as follows:

A	4 times as many grade points as hours.
B	3 times as many grade points as hours.
C	2 times as many grade points as hours.
D	1 time as many grade points as hours.
F	No grade points, but credit hours are counted; thus the grade is punitive.
WF	No grade points, but credit hours are counted; thus the grade is punitive.
W	No grade points. No credit hours.
I	Incomplete. No grade points. No credit hours.
CR	Credit for hours earned, but no grade points.
PR	Progress. No grade points. No credit hours.
X	No grade points, non-punitive.
##	No grade points, non-punitive.
D(grade)	"D" preceding a letter grade used to identify developmental courses. No grade points. No credit hours.
NG	No Grade. No credit hours.
W&	No grade points. No credit hours. Counted towards THECB \$4.10 six undergraduate drop limit.

Grades are interpreted as: A, Excellent; B, Good; C, Average; D, Interior but passing; F, Failure; CR, Credit; PR, In Progress (normally used for thesis, professional paper, or dissertation); I, Incomplete; W, Withdrew from the course without penalty; WP, Withdrew from the course without penalty; WF, Withdrew from the course while failing; X, no credit due to tuition deficiency; ##, grade temporarily missing or not assigned. The letters "REP" or "MAN" following the grade indicate repeated coursework. The higher grade is given credit when coursework is repeated. Abbreviations: ATT, Attempted hours; CMPL, Completed hours; GPTS, Grade points; CRD, Attempted hours for GPA; GPA, Grade point average.

GPA is calculated by dividing total GPTS by total CRD hours.

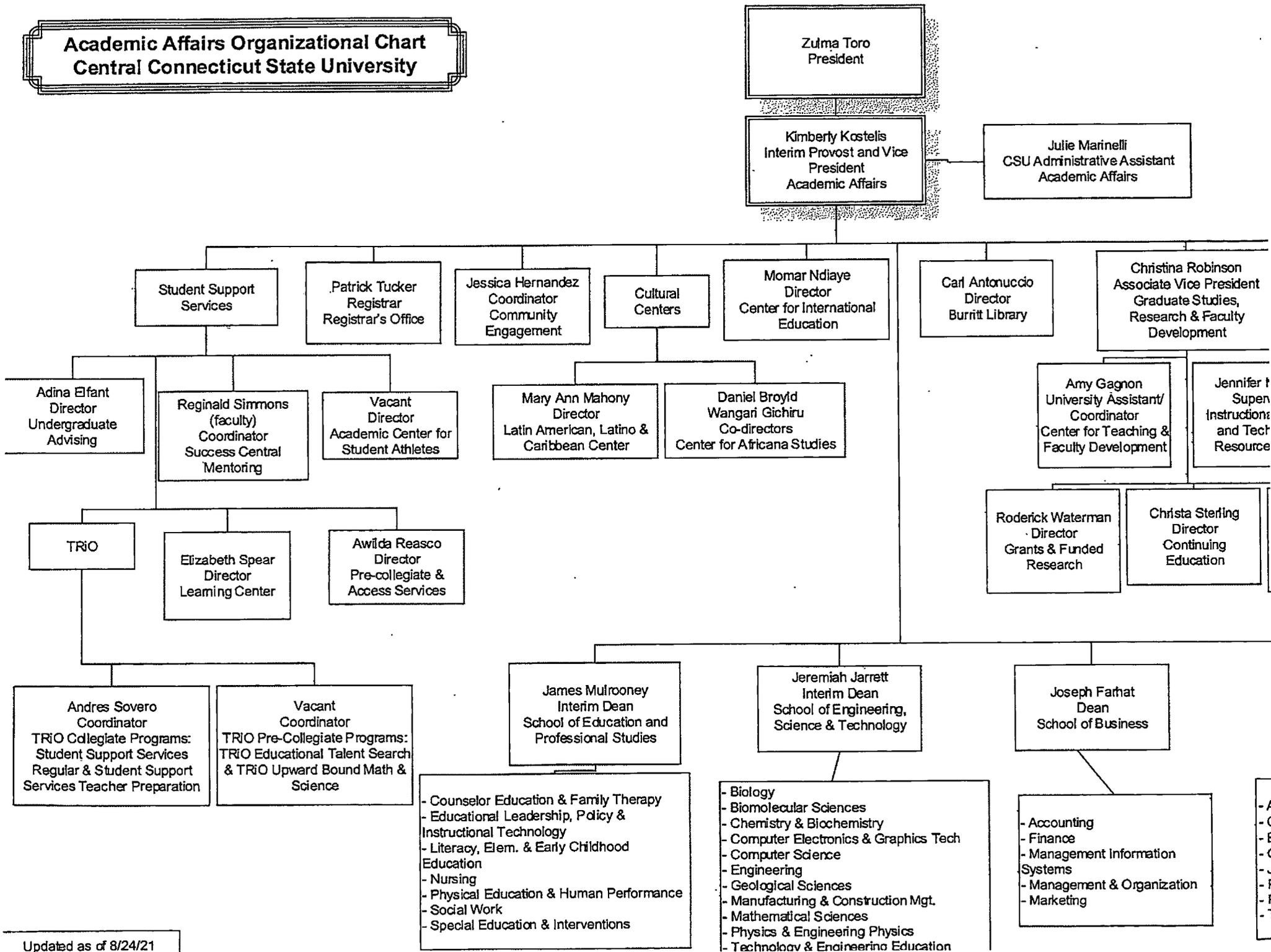
All attempted courses at TWU are reflected on this official transcript

**Transfer Credit:**

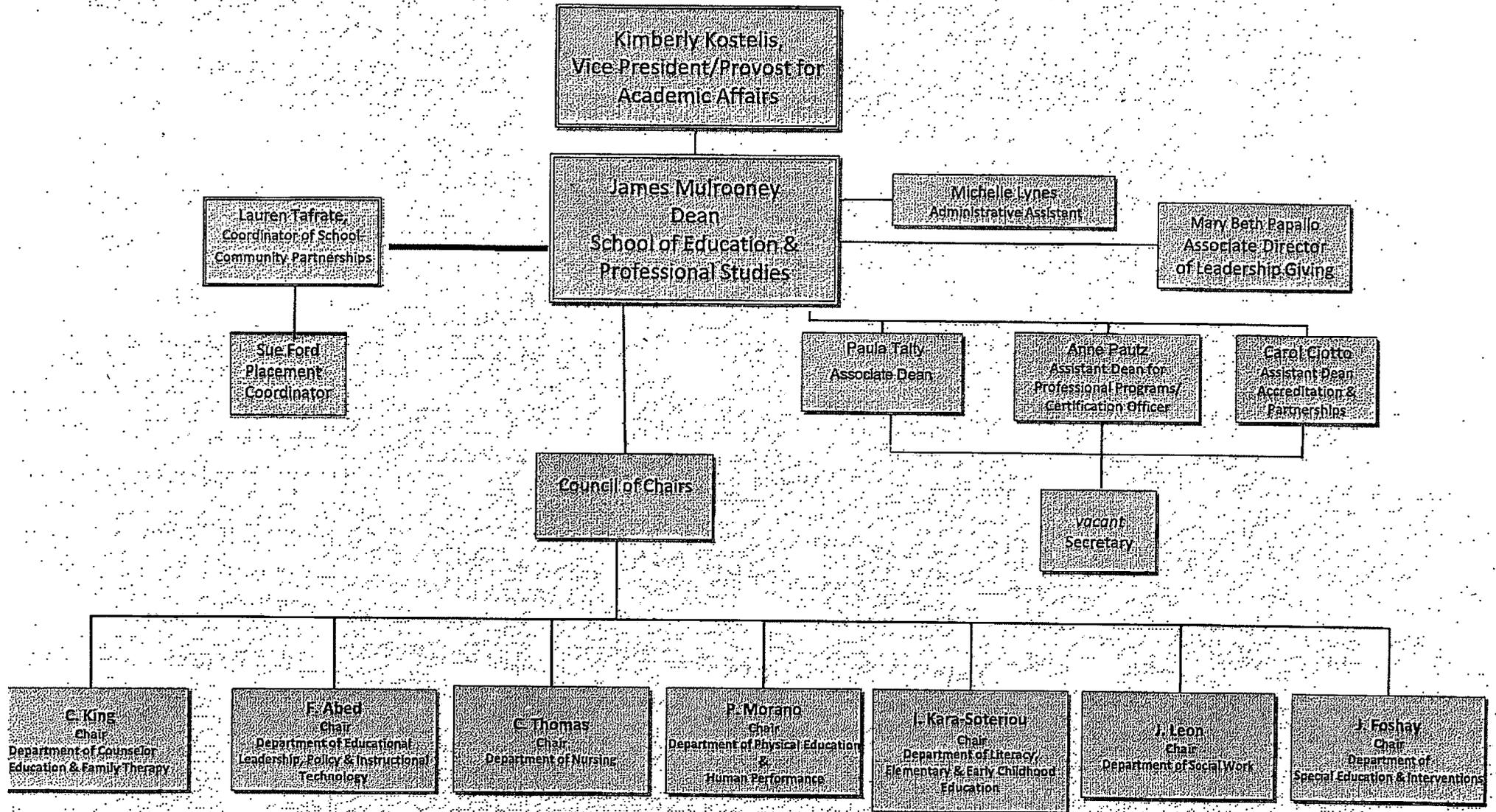
Transfer courses are evaluated and converted to TWU equivalents. All acceptable transfer hours and quality points are used in calculating the cumulative grade point average.

Revised Date: March 2013

# Academic Affairs Organizational Chart Central Connecticut State University

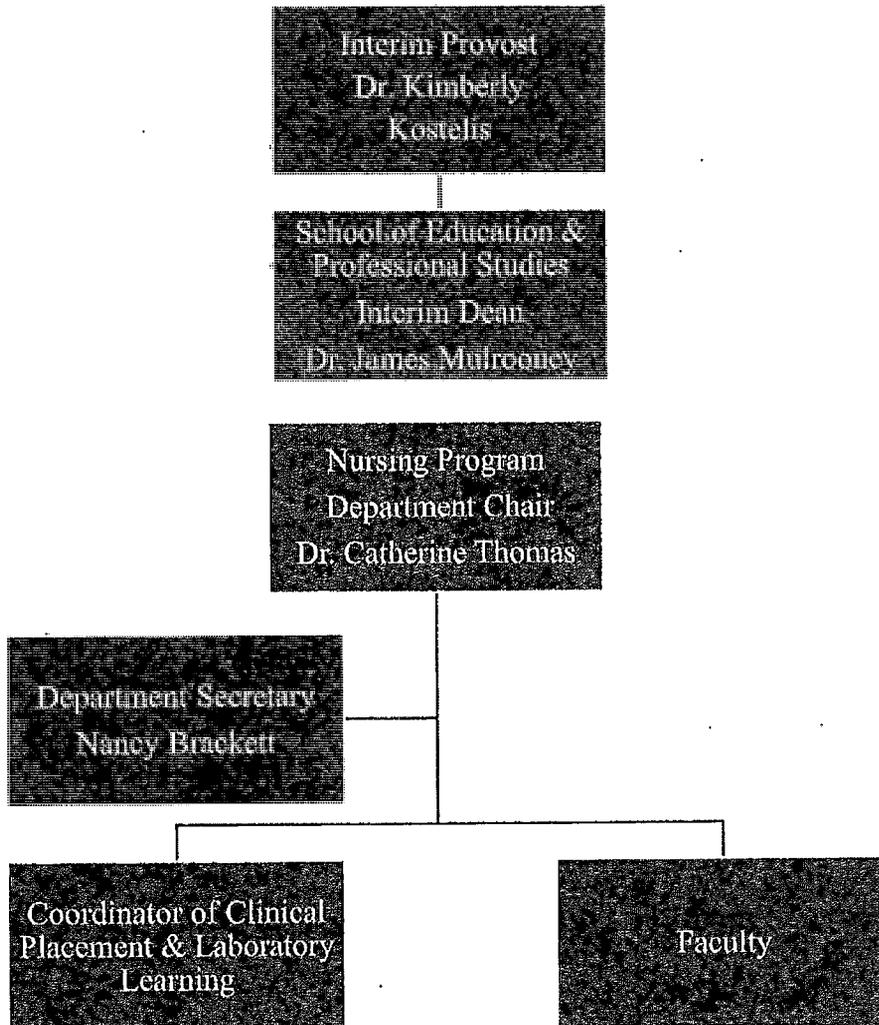


# School of Education and Professional Studies



# Central Connecticut State University

## Nursing Department Organization Chart





October 1, 2021

Helen Smith MSN, RN  
Department of Public Health  
410 Capitol Avenue  
PO Box 340308 - MS#12 HSR  
Hartford, CT 06134-0308

Dear Ms. Smith,

I am writing to inform you of a recent administrative change that has occurred within the nursing program of Lincoln Technical Institute's New Britain campus. Salvatore Diaz has resigned from the Director of Nursing (DON) position effective August 31, 2021. Laura McKeown has accepted the DON position pending approval from the Board. Please see the attachments for her CV and transcripts.

Laura began employment with Lincoln Tech in November 2016 as a full-time nursing faculty and was promoted to the Assistant Director of Nursing position in October 2020. She brings a good deal of experience in both management and teaching to the DON position. She has demonstrated excellence as a teacher, mentor, and manager. She has received a number of awards of recognition from Lincoln Tech. Notably, several awards were in recognition for her leadership during the rapid transition from on-ground to fully online distance education modality that occurred as a result of the COVID pandemic.

Thank you for your time and consideration. Laura McKeown, Patricia DeLucia and I will plan to attend the BOEN meeting October 20, 2021.

Kind Regards,

*Deborah Little*

Deborah Little EdD, RN, CNE  
Corporate Assistant Dean of Nursing for Lincoln Educational Services  
[dlittle@lincolntech.edu](mailto:dlittle@lincolntech.edu)  
973-736-9340 (office) / 201-927-0724 (mobile)

cc: Marie Acker, Group Vice President  
Tina Cianchetti, Campus President, New Britain  
Patricia DeLucia MSN, RN, Corporate Dean of Nursing

**Laura Healy McKeown MSN, RN, C-EFM**  
**112 Edgemere Avenue, West Hartford, CT 06110**  
**Lhmck26@gmail.com (860)836-1358**

### **Professional Summary**

Experienced nurse and educator with almost 30 years combined experience in patient care, administration, and education. Most recent experience as Director of Nursing for diverse practical nursing program in both face-to-face and the online learning environments.

### **Professional Experience**

**Director of Nursing- Lincoln Technical Institute New Britain CT**

**September 2021-present**

- Ensure compliance with government, accreditation and the policies and procedures of the company and program
- Work to maintain a high level of student satisfaction and retention
- Conducts recruitment, interviews, hiring, training, and supervision of faculty.
- Conduct faculty meetings, professional development, class and clinical observations, and surveys, and review findings accordingly with faculty and students.
- Assist faculty as needed with instruction and management of testing and course outlines to meet the various learning styles
- Maintain supply and educational inventory and ensure ordering and updates as appropriate and assist in budget planning.
- Contribute to curriculum review and revisions in collaboration with full-time nursing faculty
- Monitor and maintain completeness of student and faculty files for required items and renewals
- Oversee and manage student academic progression and success throughout the program from orientation to graduation and through the preparation for NCLEX-PN examination.

**Assistant Director of Nursing- Lincoln Technical Institute New Britain CT**

**October 2020- September 2021**

Current responsibilities:

- Conduct interviews of prospective faculty, hire, and train, both didactic and clinical instructors.
- Orient new faculty, provide professional development, evaluation, and management.
- Conduct monthly faculty meetings for both the evening faculty and clinical faculty.
- Provide support to faculty in developing course elements including incorporating instructional delivery methods that address differing learning styles.
- Assist with faculty file review and compliance.
- Conduct classroom observations and routine evaluations for didactic faculty and review as appropriate.
- Recognize and address areas in need of improvement for faculty and take appropriate actions.
- Orient to and enforce school policies and procedures; advise and support instructors as needed.
- Assist with the academic scheduling of faculty and students for the evening program, day program, and for all clinical students. Arrange for clinical make up for approved COVID-related absences.
- Manage student progress throughout the program and ensure academic success by addressing and advising at-risk students.
- Management of both the day and evening clinical program including responsibilities below.
- Obtain clinical sites and contracts as indicated as part of the clinical management role.
- Maintain mutually beneficial relationships with clinical sites.



Basic Life Support, American Heart Association- April 2021

Electronic Fetal Monitoring- National Certification Corporation

**Additional Accomplishments/ Awards**

- CEO Quarterly Award- Lincoln Technical Institute April 2020- for leading the transition to distance learning.
- Distance Educator of the Month- Lincoln Technical Institute, May 2020
- Certificate of Appreciation- February 1,2020, Lincoln Technical Institute
  
- Excellence Awards in Graduate Program Courses- Western Governor's University- Nursing Informatics, Advanced Information Management and the Application of Technology, Comprehensive Health Assessment, Organizational Leadership and Interprofessional Team Development (2019/2020)

Student Name: Laura H. McKeown  
 Other Names:  
 Date of Birth:  
 SSN:  
 Issued to:  
 LINCOLN TECHNICAL INSTITUTE  
 SDIAZ@LINCOLNTECH.EDU

Student ID:  
 Program Level: Graduate  
 Program: Master of Science  
 Nursing - Education (BSN to MSN)  
 Status: Graduated  
 Status Start Date: 16-Sep-2020

Date Issued: 24-AUG-2021

**Achievements Awarded:**

Degree Awarded: Master of Science  
 Date Awarded: 09/16/20  
 Major: Nursing  
 Concentration: Education

COURSE #	COURSE TITLE	CU	GRD
----------	--------------	----	-----

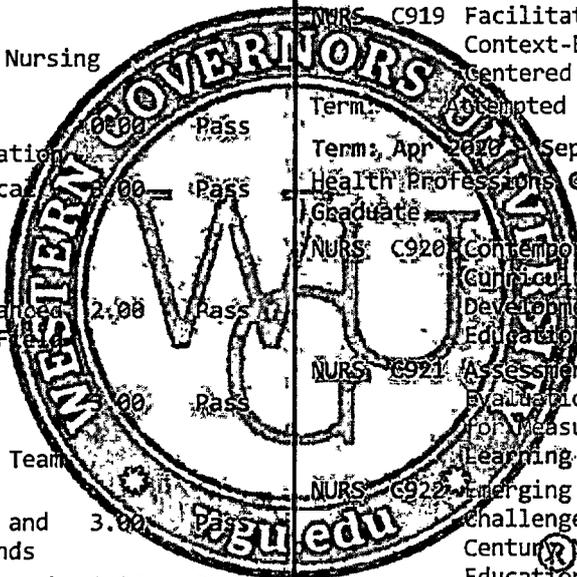
**INSTITUTIONAL CREDIT:**

Term: Oct 2019 - Mar 2020	Health Professions College - Nursing Graduate		
EWOB ORA1	Education Without Boundaries Orientation	0.00	Pass
NURS C155	Pathopharmacological Foundations for Advanced Nursing Practice	3.00	Pass
NURS C157	Essentials of Advanced Nursing Practice Field Experience	2.00	Pass
NURS C158	Organizational Leadership and Interprofessional Team Development	3.00	Pass
NURS C159	Policy, Politics, and Global Health Trends	3.00	Pass
NURS C301	Translational Research for Practice and Populations	2.00	Pass
NURS C350	Comprehensive Health Assessment for Patients and Populations	3.00	Pass
NURS C351	Professional Presence and Influence	2.00	Pass

COURSE #	COURSE TITLE	CU	GRD
----------	--------------	----	-----

NURS C791	Advanced Information Management and the Application of Technology	3.00	Pass
NURS C918	Evolving Roles of Nurse Educators in Diverse Environments	2.00	Pass
NURS C919	Facilitation of Context-Based, Student-Centered Learning	2.00	Pass
Term:	Attempted CU: 25.00	Completed CU: 25.00	
Term: Apr 2020 - Sep 2020	Health Professions College - Nursing Graduate		
NURS C920	Contemporary Curriculum Design and Development in Nursing Education	2.00	Pass
NURS C921	Assessment and Evaluation Strategies for Measuring Student Learning	3.00	Pass
NURS C922	Emerging Trends and Challenges in 21st Century Nursing Education	2.00	Pass
NURS C946	Nursing Education Field Experience	2.00	Pass
NURS C947	Nursing Education Capstone	2.00	Pass
Term:	Attempted CU: 11.00	Completed CU: 11.00	

\*\*\*\*\*  
 Master of Science  
 16-SEP-2020  
 Nursing



In accordance with the Family Educational Rights and Privacy Act of 1974, as amended, this document may not be released to others without the written consent of the student.

*Gabrielle Martinez*  
 Gabrielle Martinez, MS  
 Registrar

Official transcripts are printed on security paper and do not require a raised seal. This document is valid only when it bears the signature of the Registrar.

COPY COPY COPY COPY COPY

WESTERN GOVERNORS UNIVERSITY  
4001 South 700 East, Suite 700, Salt Lake City, UT 84107

ACADEMIC TRANSCRIPT

Page: 2

Date Issued: 24-AUG-2021

Record of: McKeown, Laura H.

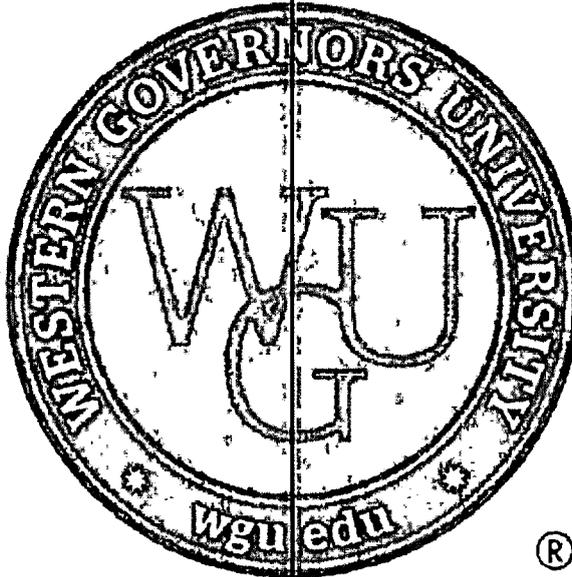
COURSE # COURSE TITLE CU GRD

\*\*\*\*\*

\*\*\*\*\* TRANSCRIPT TOTALS \*\*\*\*\*

	Attempted	Earned
Total Institution:	36.00	36.00
Total Transfer/Satisfied:		0.00
Transfer GPA:		Not Available
Overall:	36.00	36.00

\*\*\*\*\* END OF TRANSCRIPT \*\*\*\*\*



®

In accordance with the Family Educational Rights and Privacy Act of 1974, as amended, this document may not be released to others without the written consent of the student.

*Gabrielle Martinez*  
 Gabrielle Martinez, MS  
 Registrar

Official transcripts are printed on security paper and do not require a raised seal. This document is valid only when it bears the signature of the Registrar.

# INTERNATIONAL STUDENT CLEARINGHOUSE

## Transcript

- Important Information :** There may be delays or disruptions processing transcript requests by institution. Please check the school's website for closure information.
- Important Information :** MAIL ALERT: Due to the evolving pandemic, there are notable delays in US and are also some international jurisdictions where mail cannot be delivered. Please visit <https://about.usps.com/alerts/international/welcome.htm> for updates. We recommend selecting electronic delivery if offered by you.

### Download Transcript

The Transcript Download link in your email will expire on **September 24, 2021**. After September 24, you can access this page from the email link.

To retrieve and view a transcript:

- Adobe Reader 9 or higher is required. To download Adobe Reader, click on Adobe Reader icon below.
- Chrome users must also enable PDF Viewer at <chrome://settings/content>.

### Transcript Details

<b>Transcript Download Link Expires On</b>	<b>September 24, 2021</b>
Requestor	LAURA MCKEOWN
Recipient	LINCOLN TECHNICAL INSTITUTE
Issuing Institution	Western Governors University
Order Number	55158765-1



If you have any other questions or need further assistance, please email us at [transcripts@studentclearinghouse.org](mailto:transcripts@studentclearinghouse.org)

**Questions? Check [FAQs and Transcript Ordering Help \(select here\)](#).**

8/25/2021

Herndon, VA 20181  
703.742.4200

Transcript Download Center



**Salvatore Diaz**

---

**From:** Do Not Reply <donotreply@studentclearinghouse.org>  
**Sent:** Tuesday, August 24, 2021 1:06 PM  
**To:** Salvatore Diaz  
**Subject:** Transcript Order #55158765-1: Transcript Link for LAURA HEALY MCKEOWN - Western Governors University

**EXTERNAL EMAIL: Use caution before replying, clicking links, and opening attachments.**

\*\*\*\*\*  
This e-mail was sent from a notification-only address that cannot accept incoming e-mail. Please DO NOT reply to this message.  
\*\*\*\*\*

The National Student Clearinghouse Transcript Ordering service has been authorized to release an electronic copy of the official academic transcript for LAURA HEALY MCKEOWN from Western Governors University.

To download the transcript, click the link below and sign in using the Access Code sent to you in a separate email. The retrieval link will expire in 30 days.

<https://secure.studentclearinghouse.org/tsdownload/faces/TSDownloadCenter?qu=17963971>

You will be presented with a PDF which is an authenticated and secure copy of the requestor's official transcript. We recommend that you save a copy of this transcript as soon as possible. For best viewing experience we recommend using the latest version of Adobe Acrobat. Adobe Reader will need to be set as the default PDF Viewer or you can open the transcript PDF file directly from Adobe Reader.

Questions? Email us at [transcripts@studentclearinghouse.org](mailto:transcripts@studentclearinghouse.org) and please include the order #55158765.

\*\*\*\*\*

National Student Clearinghouse  
A Non-Profit Association Founded by the Higher Education Community

[www.studentclearinghouse.org](http://www.studentclearinghouse.org)

\*\*\*\*\*



STATE OF CONNECTICUT  
Board of Governors for Higher Education  
**UNIVERSITY OF CONNECTICUT**  
STORRS, CONNECTICUT, 06269-4077

March 15, 2017  
Page 1 of 2

Lauren DiGrazia,  
University Registrar

ISSUED TO STUDENT  
IN SEALED ENVELOPE

Name : Laura Healy  
Student ID:

AN OFFICIAL SIGNATURE IS WHITE WITH  
A BLUE BACKGROUND

Send To: Laura McKeown

CHEM 127Q General Chemistry 4.0 C  
CHEM 128Q General Chemistry 4.0 X  
TERM GPA : 2.000 TERM TOTALS : 4.0  
CUM GPA : 3.326 CUM TOTALS : 31.0

----- Degrees Awarded -----

Degree : Bachelor of Science  
Confer Date : 1993-05-23  
Plan : Nursing

----- Beginning of Undergraduate Record -----

Fall 1988 (1988-08-28 to 1988-12-22)

Course	Description	Units	Grade
--------	-------------	-------	-------

Program : Nursing  
Plan : Nursing Major

DRAM 143	Introduction to Acting	3.0	A-
ENGL 105	English Composition	3.0	A-
PSYC 132	General Psychology I	3.0	A
STAT 100V	Intro Stat I	3.0	B
TERM GPA :	3.600	TERM TOTALS :	12.0
CUM GPA :	3.600	CUM TOTALS :	12.0

Dean's List School of Nursing

Spring 1989 (1989-01-26 to 1989-05-19)

Course	Description	Units	Grade
--------	-------------	-------	-------

Program : Nursing  
Plan : Nursing Major

ENGL 109	Literature and Composition	3.0	B
HIST 101	Modern Europe	3.0	B+
PHIL 104	Philosophy and Social Ethics	3.0	A-
PSYC 133	General Psychology II	3.0	A
SOCI 107W	Introduction to Sociology	3.0	B+
TERM GPA :	3.460	TERM TOTALS :	15.0
CUM GPA :	3.522	CUM TOTALS :	27.0

Dean's List School of Nursing

Summer 1989 (1989-05-22 to 1989-08-25)

Course	Description	Units	Grade
--------	-------------	-------	-------

Program : Nursing  
Plan : Nursing Major

Fall 1989 (1989-08-28 to 1989-12-22)

Course	Description	Units	Grade
--------	-------------	-------	-------

Program : Nursing  
Plan : Nursing Major

HDFR 190	Individual & Family Develop	3.0	C
MUSI 191	Music Appreciation	3.0	D
NURS 150W	Nature Of Nursing	3.0	C-
PHIL 212W	Philosophy of Science	3.0	B
PNB 264	Human Physiol Anat	4.0	D
TERM GPA :	1.694	TERM TOTALS :	16.0
CUM GPA :	2.770	CUM TOTALS :	47.0

Spring 1990 (1990-01-26 to 1990-05-19)

Course	Description	Units	Grade
--------	-------------	-------	-------

Withdrew : 1990-02-15

Fall 1990 (1990-08-28 to 1990-12-22)

Course	Description	Units	Grade
--------	-------------	-------	-------

Program : Nursing  
Plan : Nursing Major

AIRF 113	Aerospace Studies I	1.0	B+
PHYS 101Q	Elements Of Physics	4.0	B
SOCI 260	Social Organization	3.0	B-
SOCI 290	Social Move and Social Change	0.0	W
SPAN 181	Elementary Spanish I	4.0	B-
TERM GPA :	2.850	TERM TOTALS :	12.0
CUM GPA :	2.786	CUM TOTALS :	59.0

Spring 1991 (1991-01-26 to 1991-05-19)

Course	Description	Units	Grade
--------	-------------	-------	-------

Program : Nursing  
Plan : Nursing Major

AIRF 114	Aerospace Studies I	1.0	B
ANTH 220	Social Anthropology	3.0	A-
GEOG 160	World Regional Geography	3.0	C
PNB 265	Human Physiology and Anatomy	4.0	C

(Continued on next page)



STATE OF CONNECTICUT  
Board of Governors for Higher Education  
**UNIVERSITY OF CONNECTICUT**  
STORRS, CONNECTICUT, 06269-4077

March 15, 2017  
Page 2 of 2

Lauren DiGrazia,  
University Registrar

Name : Laura Realy  
Student ID:

IN SEALED ENVELOPE

AN OFFICIAL SIGNATURE IS WHITE WITH  
A BLUE BACKGROUND  
(Continued from previous page)

SPAN 182 Elementary Spanish II 4.0 B  
TERM GPA : 2.673 TERM TOTALS : 15.0  
CUM GPA : 2.761 CUM TOTALS : 74.0

NURS 236 Parent/Child Nursing 2.0 B  
NURS 237 Practicum Parent/Child Nursing 5.0 A  
TERM GPA : 3.592 TERM TOTALS : 17.0  
CUM GPA : 2.799 CUM TOTALS : 121.0

Summer 1991 (1991-05-22 to 1991-08-25)

Course Description Units Grade

Program : Nursing  
Plan : Nursing Major

CHEM 1280 General Chemistry 4.0 B+  
TERM GPA : 1.300 TERM TOTALS : 4.0  
CUM GPA : 2.668 CUM TOTALS : 78.0

Fall 1991 (1991-08-28 to 1991-12-22)

Course Description Units Grade

Program : Nursing  
Plan : Nursing Major

NURS 213W Nursing Research 3.0 IB-  
NURS 214 Clinical Science I 4.0 B-  
NURS 215 Theor Found Nrsng I 3.0 B  
NURS 216 Adult Health I 2.0 B-  
NURS 217 Practicum Adult Health I 5.0 C+  
TERM GPA : 2.685 TERM TOTALS : 17.0  
CUM GPA : 2.629 CUM TOTALS : 95.0

Spring 1992 (1992-01-26 to 1992-05-19)

Course Description Units Grade

Program : Nursing  
Plan : Nursing Major

NURS 224 Clinical Science II 4.0 B-  
NURS 225 Theor Found Nrsng II 3.0 B+  
NURS 226 Adult Health II 2.0 B-  
NURS 227 Practicum Adult Health II 5.0 B  
TERM GPA : 2.936 TERM TOTALS : 14.0  
CUM GPA : 2.712 CUM TOTALS : 109.0

Fall 1992 (1992-08-28 to 1992-12-22)

Course Description Units Grade

Program : Nursing  
Plan : Nursing Major

NURS 234 Clinical Science III 2.0 B  
NURS 235 Theor Found Nrsng III 3.0 A

Dean's List School of Nursing

Spring 1993 (1993-01-26 to 1993-05-19)

Course Description Units Grade

Program : Nursing  
Plan : Nursing Major

ENGL 127 Masterworks Engl & Amer 3.0 W  
ENGL 226 Modern English Literature 3.0 B  
NURS 244 Clinical Science IV 2.0 A-  
NURS 245 Theor Found Nrsng IV 3.0 A+  
NURS 246 Mental Health Comm Nsg 2.0 B  
NURS 247 Prmatl Health Com Nsg 5.0 A  
TERM GPA : 3.567 TERM TOTALS : 15.0  
CUM GPA : 2.884 CUM TOTALS : 136.0

Dean's List School of Nursing

Undergraduate Career Totals

CUM GPA : 2.884 CUM TOTALS : 136.0

----- End of Transcript -----

COPY

COPY

Student Name: Laura H. McKeown

Student ID:

Other Names:

Program Level: Graduate  
Program: Master of Science  
Nursing - Education

Issued to:

Status: Graduated  
Status Start Date: 16-Sep-2020

SALVATORE DIAZ LINCOLN TECHNICAL INSTITUTE  
SDIAZ@LINCOLNTECH.EDU

GPA: This student completed each of the listed courses with a GPA between 3.0 and 4.0 on a 4.0-scale.

Date Issued: 30-SEP-2020

Degree/Certificates Awarded:

Degree Awarded: Master of Science  
Date Awarded: 09/16/20  
Major: Nursing  
Concentration: Education

COURSE # COURSE TITLE CU GRD

NURS C791 Advanced Information Management and the Application of Technology 3.00 Pass

COURSE # COURSE TITLE CU GRD

NURS C918 Evolving Roles of Nurse Educators in Diverse Environments 2.00 Pass

INSTITUTIONAL CREDIT:

NURS C919 Facilitation of Context-Based Student-Centered Learning 2.00 Pass

Term: Oct 2019 - Mar 2020  
Health Professions College - Nursing Graduate

Term: Apr 2020 - Sep 2020  
Health Professions College - Nursing Graduate

EWOB ORA1 Education Without Boundaries Orientation 0.00 Pass

NURS C920 Contemporary Curriculum Design and Development in Nursing Education 2.00 Pass

NURS C155 Pathopharmacological Foundations for Advanced Nursing Practice 3.00 Pass

NURS C921 Assessment and Evaluation Strategies for Measuring Student Learning 3.00 Pass

NURS C157 Essentials of Advanced Nursing Practice Field Experience 2.00 Pass

NURS C922 Emerging Trends and Challenges in 21st Century Nursing Education 2.00 Pass

NURS C158 Organizational Leadership and Interprofessional Team Development 3.00 Pass

NURS C946 Nursing Education Field Experience 2.00 Pass

NURS C159 Policy, Politics, and Global Health Trends 3.00 Pass

NURS C947 Nursing Education Capstone 2.00 Pass

NURS C301 Translational Research for Practice and Populations 2.00 Pass

NURS C350 Comprehensive Health Assessment for Patients and Populations 3.00 Pass

\*\*\*\*\*  
Master of Science  
16-SEP-2020  
Nursing  
\*\*\*\*\*

NURS C351 Professional Presence and Influence 2.00 Pass

COPY COPY COPY COPY COPY

WESTERN GOVERNORS UNIVERSITY  
4001 South 900 East, Suite 200, Salt Lake City, UT 84107

RECORD OF ACHIEVEMENT TRANSCRIPT

Page: 2

Date Issued: 30-SEP-2020

Record of: McKeown, Laura H.

COURSE # COURSE TITLE CU GRD

\*\*\*\*\* TRANSCRIPT TOTALS \*\*\*\*\*

Earned

Total Institution: 36.00

Total Transfer/Satisfied: 0.00

Overall: 36.00

\*\*\*\*\* END OF TRANSCRIPT \*\*\*\*\*



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*Gabrielle Martinez*  
Gabrielle Martinez, MS  
Registrar

Official transcripts are printed on security paper and do not require a raised seal. This document is valid only when it bears the signature of the Registrar.

DATE: March 15, 2017

TO: The Recipient of this Official Transcript

FROM: University Of Connecticut  
Registrar's Office  
Transcript Services

**SUBJECT: NAME CROSS-REFERENCE**

Since we do not change names on student records after students are no longer registered at the University, the name on this transcript is not the current name of the requester.

Please note the following:

**Name on transcript : Laura Healy**

- **Current requester Name Laura McKeown**

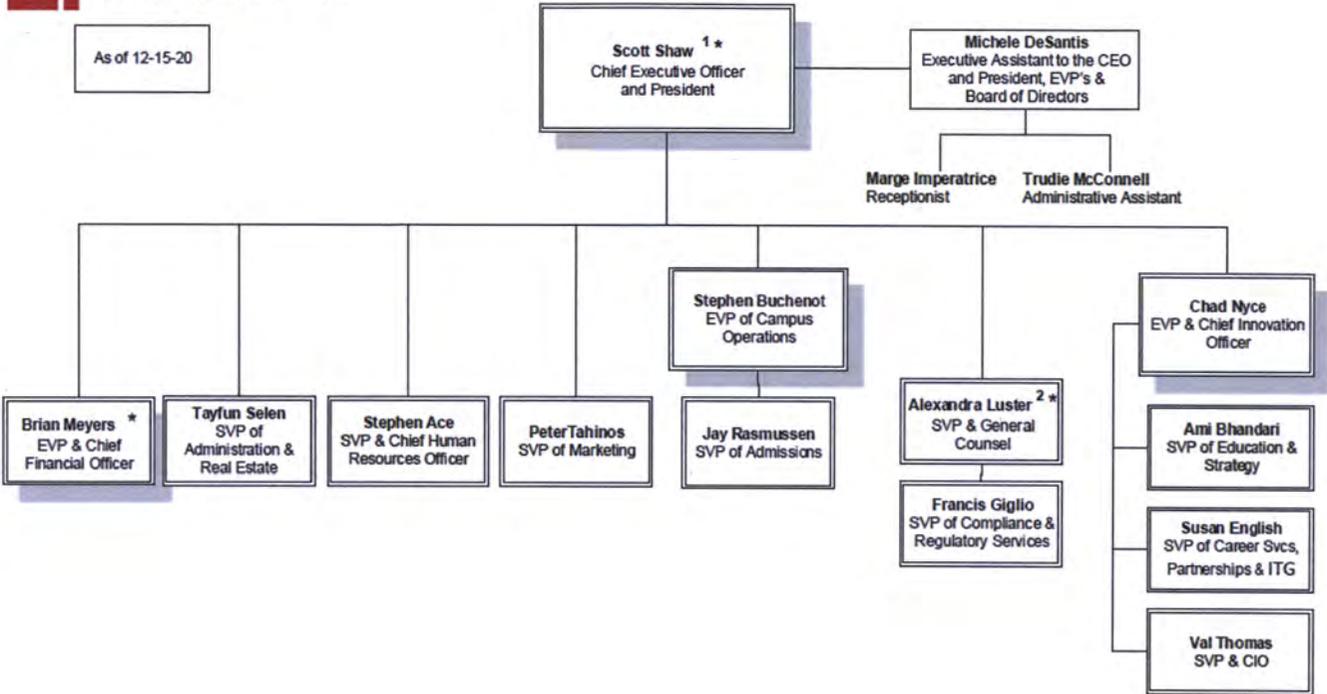
We trust that this information will assist you in matching the enclosed transcript with your client's file.

If you have any questions, you may call us at (860) 486-3331.

# APPENDIX A-1: CORPORATE ORGANIZATIONAL CHART



As of 12-15-20

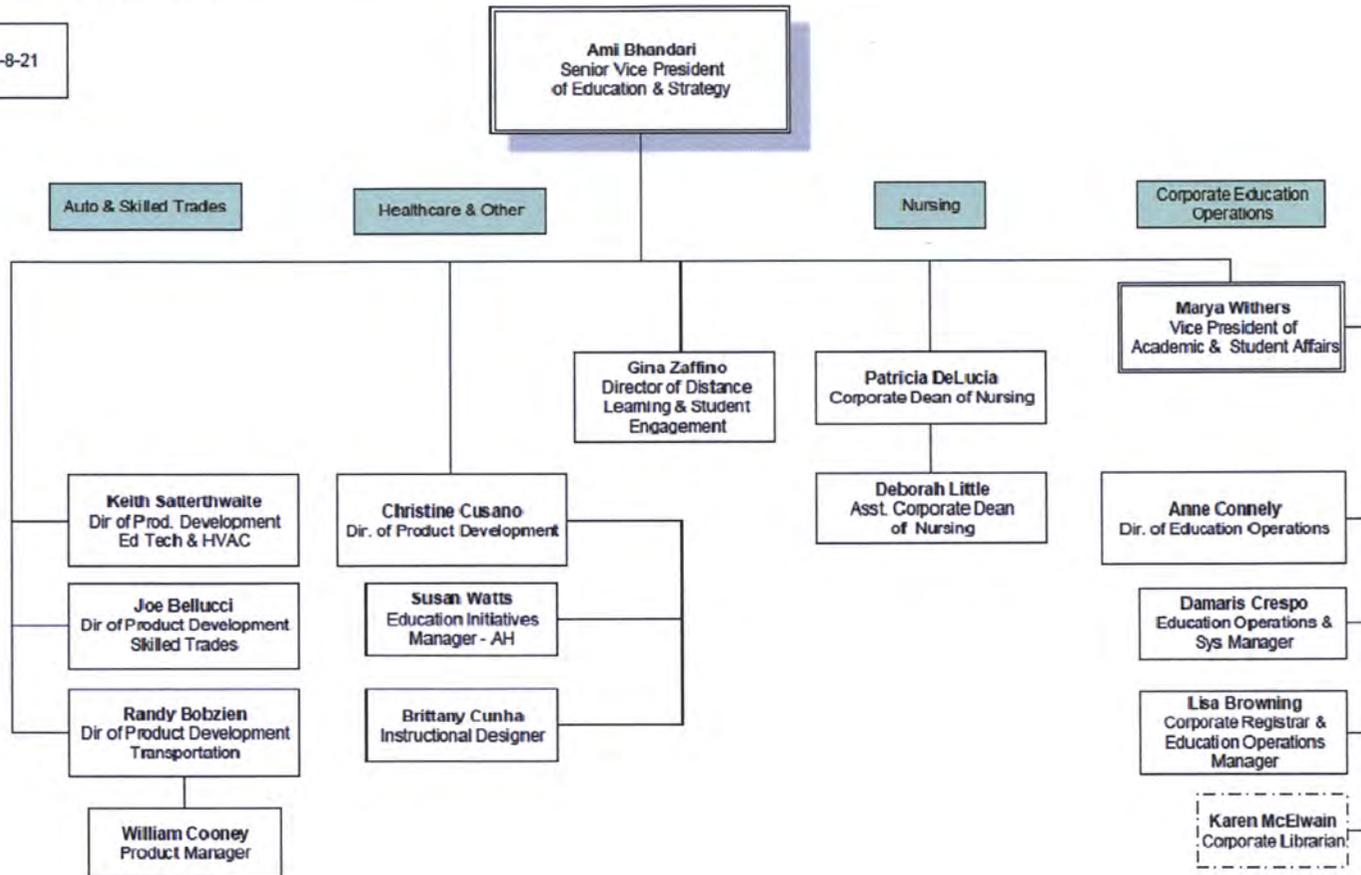


1 Member of the Board of Directors  
 2 Secretary to the Board of Directors  
 \* Corporate Officers

## APPENDIX A-2: CORPORATE EDUCATION AND NURSING LEADERSHIP



As of 1-8-21

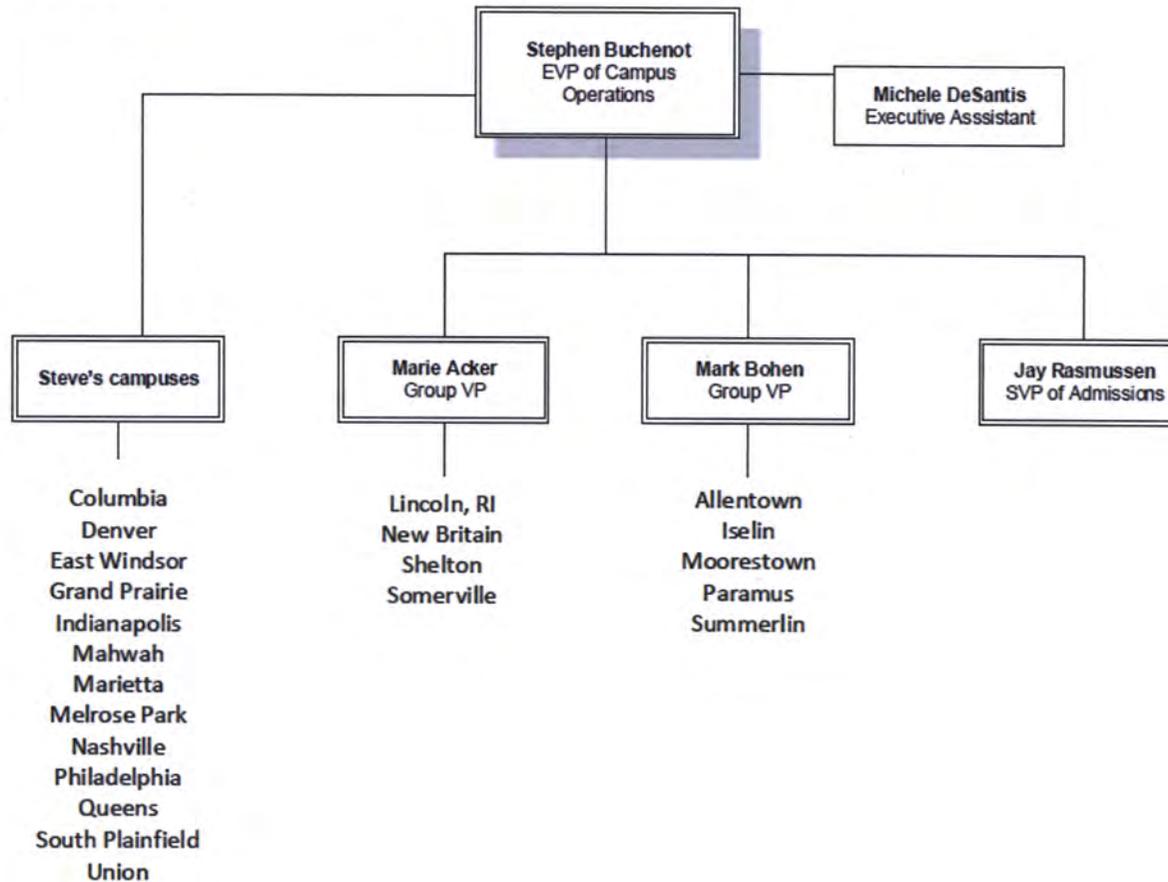


represents resources shared with another department

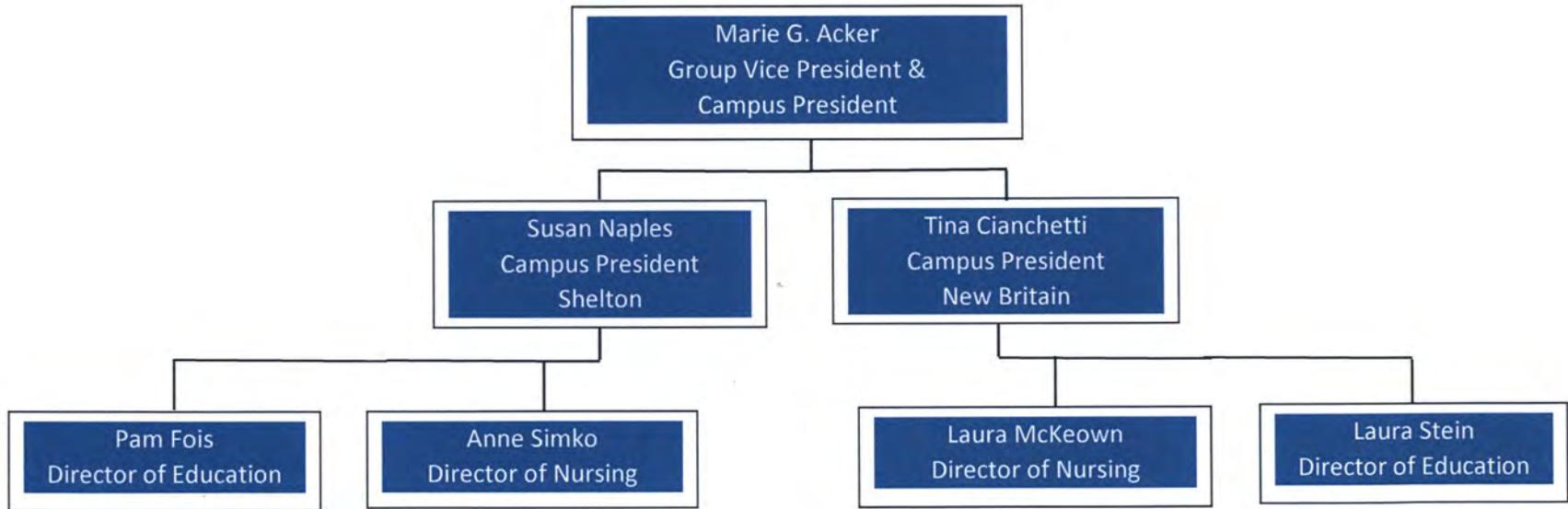
## APPENDIX A-3: CORPORATE AND GROUP VP / CAMPUS PRESIDENT



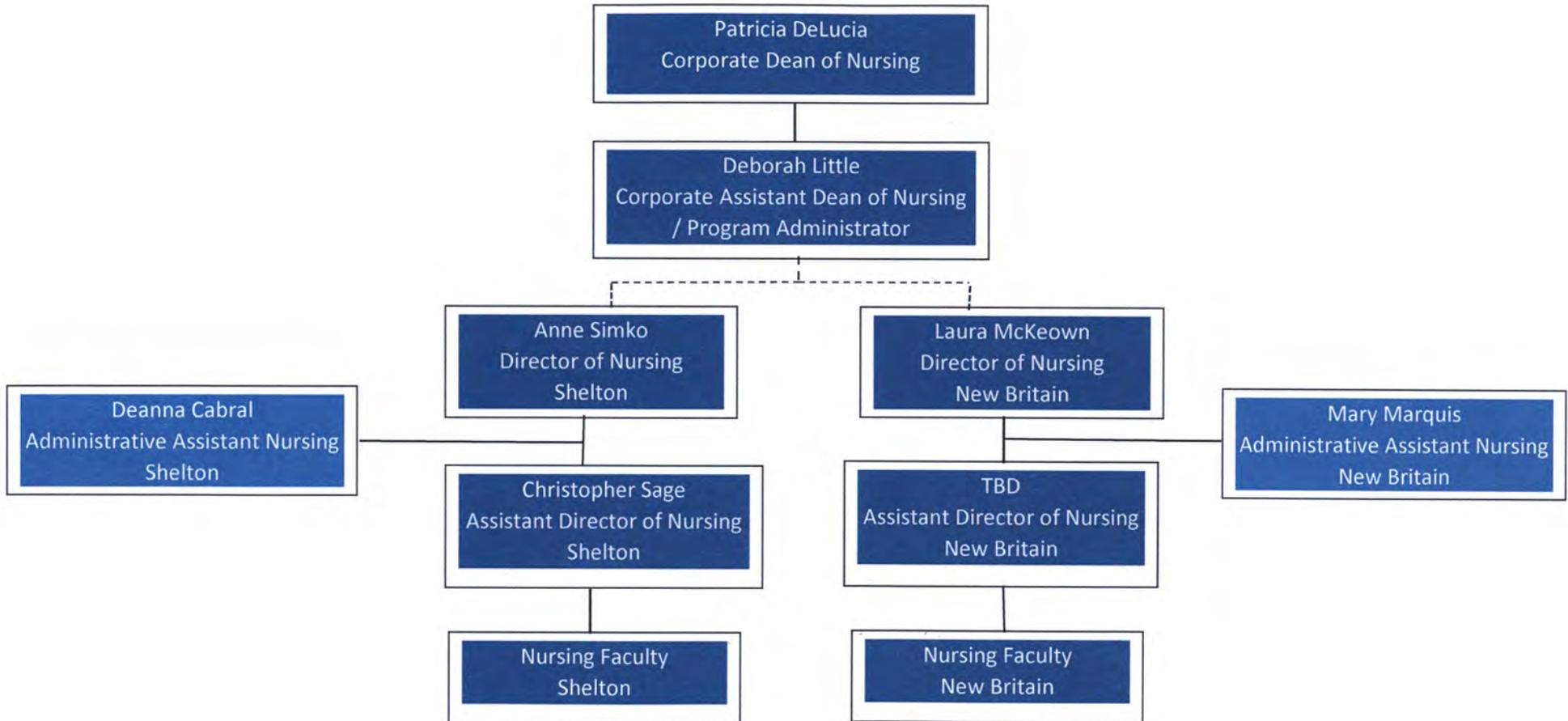
As of 3-31-20



## APPENDIX A-4: CONNECTICUT CAMPUS ORGANIZATIONAL CHART



## APPENDIX A-5: NURSING ORGANIZATIONAL CHART – CONNECTICUT CAMPUSES



## Smith, Helen

---

**From:** Linda Dahlin <ldahlin@stone.edu>  
**Sent:** Tuesday, September 28, 2021 11:00 AM  
**To:** Smith, Helen  
**Cc:** Lisa Palmer; Bayer, Aaron S.  
**Subject:** 5-Year Study Document  
**Attachments:** Cover Letter\_H. Smith.pdf; Revisions - 5-Year Study.pdf

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.

Hello Ms. Smith,

Attached you will find a cover letter outlining the request per the BOEN members, regarding revisions that were required to the 5-year study.

In addition, you will find an attachment that contains all revisions made to the 5-year study.

Please note that page numbers have been removed, as the BOEN members requested only the corrected page(s) be included. The page numbers would not coincide with the pages that are in the binders that the members already have in their possession.

Please let me know if there is anything else you may need.

Thank you,

**Linda Dahlin, Ed.D.**

Executive Vice President  
Stone Academy  
560 Saw Mill Road  
West Haven, CT 06516  
203-288-7474



**STONE ACADEMY**

# STONE ACADEMY

September 20, 2021

Ms. Helen Smith, Nurse Consultant  
State of Connecticut  
Department of Public Health  
410 Capitol Avenue  
PO Box 340308  
Hartford, CT 06134

Dear Ms. Smith:

At the Board meeting on Wednesday, September 15, 2021, the Board of Examiners of Nursing reviewed Stone Academy's 5-Year Plan for approval. The Board concluded that the Study submitted by Stone Academy met the following regulatory criteria: Criterion 2, Criterion 5, Criterion 8, Criterion 9, Criterion 10, Criterion 12, Criterion 14, Criterion 15, and Criterion 16.

The Board noted that the following criteria had specific items that required correction or clarification. Attached are substitute pages for these criteria that incorporate the requested corrections and clarifications:

- Criterion 1: Revised organization so that the agenda precedes the minutes. Highlighted in the minutes each agenda item that was discussed
- Criterion 3: Added transcript for Lisa Palmer, Interim PN Program Administrator
- Criterion 4: Edited narrative to indicate to whom employees report
- Criterion 6: Updated East Hartford campus's clinical to faculty ratio
- Criterion 7: Added last page of Drug and Alcohol Policy from the Stone Academy Catalog
- Criterion 11: The Board indicated that the requirements in Regulation 20-90-48 and Regulation 20-90-55 were met, but the requirements in Regulation 20-90-56 were not met because certain documents still used the word "assessment" inappropriately. The documents have been revised to change the word "assessment" to "evaluation."
- Criterion 13: Added Stone Academy's COVID-19 Policies and Information location

The BOEN's members also reviewed Ms. Helen Smith's commentary regarding observations from the clinical site visits observations and asked a number of questions. The Board indicated that all questions regarding the site visits were answered satisfactorily.

**WEST HAVEN CAMPUS**

560 Saw Mill Road  
West Haven, CT 06516  
Tel: (203) 288-7474  
Fax: (203) 288-8869

**WATERBURY CAMPUS**

101 Pierpont Road  
Waterbury, CT 06705  
Tel: (203) 756-5500  
Fax: (203) 596-1455

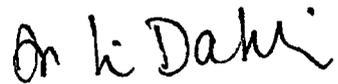
**EAST HARTFORD CAMPUS**

745 Burnside Avenue  
East Hartford, CT 06108  
Tel: (860) 569-0618  
Fax: (860) 569-0783

Ms. Helen Smith  
Page 2  
September 20, 2021

Please let me know if you or the Board has any further questions or concerns.

Sincerely,

A handwritten signature in black ink that reads "Linda Dahlin". The signature is written in a cursive, flowing style.

Dr. Linda Dahlin  
Executive Vice President

Attachments

## **Criterion 1**

### **Revisions**

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♦

# **ADVISORY BOARD MEETINGS**

**HELD JOINTLY**

**EAST HARTFORD CAMPUS**

**WATERBURY CAMPUS**

**WEST HAVEN CAMPUS**

# **AGENDA**

## **Advisory Board Meeting (LPN)**

July 13, 2016

11:00 a.m. – 1:00 p.m.

- Welcome and Introductions
- Program Overview
- Credentialing Rate
- Open Forum/Feedback

Stone Academy  
LPN  
Advisory Board Meeting  
July 13, 2016

**Attendees:**

Demian Scalici, School Director, Waterbury  
Lori Beaucar, Director of Medical Programs  
Linda Dahlin, Corporate Director of Academic Affairs  
Annie Stone, Director of Medical Programs, East Hartford  
Karyn Therrien, LPN Program Director  
Beth Buzzancco RN, Regional Director of Clinical Services The Hearth at Southbury  
Deb Tyrrel, Wellness Director, The Hearth at Southbury  
Ken Zane, Corporate Director of Special Projects

**Introduction:**

Everyone introduced themselves and spoke about their position.

**Purpose of Advisory Board:**

The purpose of the Advisory Board is to meet twice per year to provide professional feedback regarding programs and course content in order to ensure students are receiving training that is relevant and marketable.

**Open Forum:**

Karyn began the meeting with general information regarding the LPN Program. There are four (4) admissions per year and is broken down 2 per day program in January and June for 14 months and 2 per evening in October and April for 22 months.

The admission process consists of:

- Attending an information seminar which states the expectations of the program to prospective students
- An Accuplacer test is given, if the student attains a high score they can place out of the BSM portion
- 3 letters of recommendation are needed
- An essay needs to be written and submitted

Karyn spoke of the importance of understanding the commitment, expense and length of the program. At potential candidates should be aware of this.

Deb asked if there was an attendance policy. Karyn stated that there is. The student cannot miss more than 10% of the class time. If the student times out and has legitimate documentation of the reason for absence the student can appeal. If appeal is accepted the student can repeat that class.

A copy of the curriculum was passed out to everyone. Karyn gave an overview of the curriculum. Meetings are held to discuss latest editions of books and to make sure that there is consistent teaching throughout the campuses. A new Pharmacology book is being piloted. Deb questioned if the students buy their books – they are covered in the tuition.

Linda will be sitting in on classes and reviewing curriculum. The need for upbeat interactive teaching styles is important.

iPads vs a textbook was discussed, Karyn stated that the students like the books as some of them do not have internet access at home.

Encourage you or someone from your facility to come in and speak to our students regarding what we are looking for from our students.

We advise students when they are out on clinical that it is their first major interview.

Dress for Success at East Hartford and providing the students with skills to be successful

Advisory Board: Appreciate the push for professionalism and success with interviews the mock interview process and helping them carry that professionalism.

The empowerment and push from all angles is a good thing that they need – so Kudos to Stone!

**Credentialing Rate:**

KM - EH – with ABHES a 97% participation rate with NCLEX, and 100% passed their boards- our first try is around 92% pass rate. What is our retention rate- being around 76% which exceeds national norms. Our graduates are likely to finish the program, pass their boards, and get jobs. We track everything very carefully.

We provide tutoring and anything to help them succeed because we want them to be successful out there. Reach out to students if they haven't taken the boards yet, figure out how to get them to be successful.

Break for Lunch – 12:00 PM

**Additional feedback from Advisory Board:**

Question- The cost of the program? Will it be comparable to the other campus because they have a lot of people who are interested in moving on in their career so they can provide the information to them. Including flyers. Judy and Demian to follow up and provide the information to them.

Any additional skills if we are not touching on them or you think we should provide here let us know!

# **AGENDA**

## **Advisory Board Meeting (LPN)**

West Haven, Campus

September 20, 2016

Conference Room 1:00 p.m. – 2:00 p.m.

- Welcome and Introductions
- Curriculum Updates / Program Overview
- New Growth
- Open Forum/Feedback
- Adjournment

## LPN MINUTES

Advisory Board Meeting

Stone Academy, West Haven campus

Monday, September 20<sup>th</sup>, 2016- 1:00- 2:00 Conference Room

### LPN

**PRESENT:** Alexander Cuevas, Linda Dahlin, Ken Zane, Joe Bierbaun, Ashley Curtis, Marco Ramirez, Kerri Kuhn, Krista Brennan, Joann Nanavaty, Peter Keast, Jennifer Hotchkiss, Virginia King, Marcia McLellan

**Purpose of Advisory Board-** Alex Cuevas, Campus Director, stated that the purpose for the Advisory Board, which is to have Stone Academy faculty and staff, Employers, externship site supervisors and graduated meet twice a year to review/ update our curriculum. This input with help Stone Academy update courses and curriculum to meet the needs of the allied medical field. He also stated that any advice we would receive is to better prepare our students would be greatly appreciated.

**Curriculum Updates/Review :** Peter Keast LPN Program Manager, gave a brief overview of the LPN program with the introduction of the new staff.

LPN program is currently 16 to 28 months in duration. He also spoke about our basic skill module were he infused the math and English part of the program is important it a crucial part of dosage and charting. Virginia King Clinical Supervisor introduced herself and the new role with her new role and is very excited to be working with our students. She comes with 15 years of BGYN experience and has already started 2 new clinical sites. Joann Nanavaty LPN Lead Instructor introduced herself. Getting the new instructors acclimated into their new roles. Focusing on their strengths as instructors.

**New Growth Update:** Joe Bierbaum President of Stone Academy spoke a lot about upcoming changes he would like to see in the program which open up table discussions. The state requirement for LPN is 1500 hours Stone Academy offers 1800 hours. Wants to bring it to 2000 hours. He presented the question what do we want versus what we need in a LPN graduate.

Keri Kuhn Administrator Supervisor from Apple Rehab West Haven, she shared that computer skills AE Electronic Health Records, Charting and Transcribing is an important skill set to have other ideas included Simulation Lab more hands on in clinical, management classes, leadership classes and clinical specialty classes.

**Feedback from Employers:** Kerri Kuhn Administrator Supervisor from Apple Rehab West Haven is very happy with our Graduates. Some of the ideas from the open discussion such as discharge planning (charting orders, medications, discharge paperwork and recreational orders and equipment)  
Krista Brennan LPN from Apple Rehab West Haven mentions the Quality of Life prep for LPN training being sympathetic versus empathetic and cultural sensitivity. The discussed ideas on new soft skill classes for the LPN such as resume building, professional development(mock interviews , professional image and marketing ones skills during interviews) critical thinking skills.

Employer survey was completed by Kerri Kuhn, prior to the Advisory Board Meeting.

Meeting adjourned shortly after at approximately, 1:45pm

# AGENDA

## Advisory Board Meeting (LPN)

East Hartford, Campus

March 23, 2017

5:30 p.m.

- Welcome and Introductions
- Program Information and Statistics
- Curriculum Updates
- Clinical Report
- Open Forum/Feedback from Advisory Board
- Adjournment

# LPN ADVISORY BOARD

## MINUTES

MARCH 23, 2017

5:30 PM

EAST HARTFORD CAMPUS

<b>MEETING CALLED BY</b>	LPN Program, Stone Academy, East Hartford Campus
<b>TYPE OF MEETING</b>	LPN Advisory Board Meeting
<b>PRESIDING</b>	Deb Detrick, MSN, East Hartford LPN Program Manager
<b>NOTE TAKER</b>	Kayia Durdan – LPN Program Manager Assistant
<b>ATTENDEES</b>	Deb Detrick, LPN Program Manager, Stone Academy; Denise Cortegiano, Clinical Supervisor, Stone Academy; Lisa Cimorelli, Director, J, Morrissey; Sandra Wood, Community Relations Liaison, VNA Services; Linda Dahlin, Director of Academic Affairs, Stone Academy; Cassandra Lokke-Seeman, Community Nurse Navigator, Masonicare; Sonya Ellison, Human Resources Director, KSY Home, Karen Rickotts, President/CEO, KSY Home; Ann Cooper, LPN Program Manager Assistant, Stone Academy; Ashley Curtis, Placement Manager, Stone Academy; Kim Hekkela, LPN Evening Lead, Stone Academy; Kayia Durdan, LPN Administrative Assistant, Stone Academy

Meeting Called to Order at 5:30 pm by Deb Detrick, LPN Program Manager, Stone Academy

### Agenda topics

#### DISCUSSION Program Information and Statistics (D. Detrick)

- Programs running here at Stone (day & evening)
  - 2 day classes (June and January)
  - 2 evening classes (May and October)
- Starts – approximately 60 students starting in May
- Just had a Pinning Ceremony March 9, 2017 (19 students from EH). Next Pinning – May 10 @ 4pm @ Goodwin College – 24 students expected to graduate
- NCLEX rates 14-15 89.5 pass rate
- New hires: Deb Detrick, LPN Program Manager

#### DISCUSSION Curriculum Update (D. Detrick)

- ATI- students get the package, helps with test taking strategies, soft skills, etc
- End class rates- 2016 Day- 88 Evening- 94

#### DISCUSSION Clinical Report (D. Cortegiano)

- Switched to Maeven for new clinical uniforms-students had problems. Looking into Scrub Warehouse
- New dress code for CPR students
- Maternity Clinical- still utilizing current clinical site
- Clinical starting in May- Riverside Healthcare (new clinical site)

#### DISCUSSION Advisory Board Recommendation/feedback

- Sandy- mentioned a new legislation-have to hire LPN students to do care plans
- Liss- said she needs LPNs for chart extraction more than clinical, 40 jobs they can't fill
- Cassandra asked how the response was for Dental/EMT program
  - Dental is doing really well, EMT is hard to keep up with
- Epic system – used everywhere, Lisa mentioned how great she thought it was
- Cassandra (Masonicare) and Karen (KSY Home) mentioned they both have Stone Academy students and they love them!
- Cassandra- asked if we had goals or caps for growth.
  - Large class numbers result in hiring more faculty
  - Looking to grow and open new campus

**DISCUSSION    Response to School**

- Stone Academy will bring the recommendations of the Board to the School's next LPN Management & Curriculum meeting.
- Next meeting will be a breakfast meeting

**DISCUSSION    Unfinished Business**

- Recruit Student & Graduate Student Members

**NEXT MEETING(S)**    September 18, 2017 ( tentatively)

**ADJOURNED**    At 7:00 pm

**SPECIAL NOTES**    Respectfully submitted, Kayla Durden , LPN Administrative Assistant

**AGENDA**  
**Practical Nursing**  
**Advisory Board Meeting**

December 14, 2017

- Welcome and Introductions
- New Growth
- Curriculum Updates
- Employment Opportunities
- Adjournment

Stone Academy  
Practical Nursing  
Advisory Board Meeting  
December 14, 2017

**Attendees:**

Demian Scalici, School Director, Waterbury  
Linda Dahlin, Corporate Director of Academic Affairs  
Beth Buzzancco RN, Regional Director of Clinical Services - The Hearth at Southbury  
Ken Zane, Provost  
Fredericka Kerr, RN – Salute Homecare  
Deb Detrick, RN – Program Manager LPN East Hartford  
Ann Cooper – Compliance Stone Academy  
Jackie Roose – All About You Home Care  
Holly Mulrenan, RN – LPN Program Director  
Rachel Ciarello – Alzheimer's & Dementia Care Help at Home  
Jennifer Martinez – Emerest Health of CT  
Margaret Simpson, RN – The Hearth Southbury  
Judy Kelliher, Career Services Manager, Waterbury

**Introduction:**

Linda welcomed everyone and introductions took place. Linda and Holly reviewed packet given to all attendees

**Purpose of Advisory Board:**

The purpose of the Advisory Board is to meet twice per year to provide professional feedback regarding programs and course content in order to ensure students are receiving training that is relevant and marketable.

**New Growth**

Stone is preparing to present the feasibility study to the nursing board on Wednesday, December 20, 2017

**Curriculum**

Reviewed by Holly and an outline of courses and time frame was in packet given to all attendees. Proposals will be brought to the nursing board for any curriculum changes.

Fredericka questioned hours and days. How many days of clinical per week and the setting for clinical Holly stated that clinical is 2-3 days per week and clinical takes place in a long term facility.

Beth asked if our curriculum is what every LPN program uses or is ours unique to Stone Academy. She asked if there is any room for extra electives such as dementia training as this presents weak with so many candidates. Her facility (The Hearth) has 24 hour LPN care and she would like to see incorporated into curriculum leadership skills, especially for evening LPN's as they stand alone and deal with problems at times.

Holly stated that due to the age of population, dementia/geriatric training is a great point to consider adding. Beth stated that training is needed to learn how to deal with dementia patients she used "go to where they are." Do not argue with the patient try to understand where their mind is.

Deb said that in clinical rotations the students are able to go in units for more hands on with dementia patients. Beth said that she uses videos thru You Tube presented by Teepa Snow. Students should view these videos as they are very helpful.

Holly addressed leadership skills and soft skills. Within the program these skills are presented and is working off of the current curriculum

Beth questioned increased computer skills due to online documentation. New program in progress at her facility starts with RN to LPN to CNA so everyone needs to have some computer knowledge and ability. All documentation will be accessed thru computer.

Jackie stated that at her agency (All About You) all nursing staff have lap tops.

Rachel questioned if the leadership skills and dementia training would need a special okay and Holly said no, it would be incorporated into curriculum.

Beth has provided West Haven with a virtual dementia presentation and would be happy to offer this to our other campuses. Linda invited all members to present to classes as guest speakers or special presentation. They could contact Holly or Deb with interest.

Jackie inquired about the training for all ages as they have a very large population of children with trach and severe problems. Holly stated that the trach training within the curriculum is for adults. Jackie asked if an elective rotation for pediatrics could be added. At this time there is not much time to add this. Linda asked what elective would benefit their agencies and pediatrics, dementia care and home care were the top ones.

There is a big push in home care and all see the need for LPN's on the rise in the future. Fredericka stated with home care and state changes it is important for LPN's to have experience which makes it difficult for new graduates. Beth and Maggie at The Hearth like a new graduate so they could train and mold them.

Maggie asked if the time for clinical rotation could change to an earlier time as the residents are up and ready to start the day by 7:00 a.m. Linda said that other members have asked this and this will be re-visited.

#### **Employment Opportunities**

Linda asked what they want in a graduate.

Show up on time, strong attendance, know how to complete and application, no cell phone use, dress correctly were the areas of concern

Jennifer stated that they should know what they want when interviewing. As soon as the person gets hired they change their mind about their schedules and not being able to work as they previously promised. It is also important that they know networking never stops. Even though one place may not be the one for you if candidate is strong and exhibits enthusiasm the agency will always be happy to refer.

Holly stated that there is such a strong emphasis when on clinical "eyes always on you" for possible job opportunities.

Jackie said that everyone is an important part of the team, so all must contribute to keep it strong.

Deb said that when they are out on clinical the staff is hand picking the ones that they would want. Deb also asked if there would be an opportunity to have LPN's observe in home care to get more exposure.

Jen said that the candidate should be above themselves, give your own spin on conversations to make yourself stand out. Every day and place can be an interview

Beth – "First impressions are lasting ones."

Jackie stated they all should have a positive attitude, present well and be aware that they will be fingerprinted, drug tested so there are no surprises.

Meeting adjourned at 12:00 p.m.

Lunch followed

The next meeting date and time will be announced

## **AGENDA**

**Practical Nursing**

**Advisory Board Meeting**

**April 11, 2018**

- 1) Welcome and Introductions
- 2) New Growth
- 3) Curriculum Updates
- 4) Clinical Hours
- 5) Graduation
- 6) Adjournment

Practical Nursing Advisory Board Meeting  
Waterbury Campus  
4/11/18

**Agenda:**

Introductions  
New Growth  
Feasibility Approved  
October 2018- Evening  
New Curriculum  
Credentialing Rates  
Employer Open Forum:  
Employment Opportunities  
Employer Feedback  
Next Meeting: Date to be announced

**Attending:**

Kevin Mooney  
Linda Dahlin  
Melissa Peterson  
Kim Hekkala  
Virginia King  
Allison Williams  
Demian Scalici  
Jennifer Martinez- Emerest Health of CT  
Rachel Caisella- Help at home of CT/ Alz & Dementia Care  
Dorcia Strong  
Margaux Simpson- The Hearth of Southbury  
Marjorie Lucas  
Lynze Kapp  
Judy Kelliher

**New Growth** – Approved by the state of CT, the state is coming next week to check out the campuses. The new evening start in October 2018, for around 30 students. Looking for adjunct/ part time teachers so if anyone knows of someone with the BSN and/or MSN please forward any resumes to Demian.

Kevin Mooney to talk about the **new curriculum:**

Just approved by the State of CT and significant changes: increased the length of the program, without raising tuition significantly. A lot more clinical hours, increasing the length of our classroom maternity time. Also taking the pediatric content out of the med surg classes and added to maternity. It allows us to be more consistent within maternity. Med Surg classes focusing more on medications, starting clinical with medications on an earlier rotation than the CLN 105, starting medications in CLN 104.

Originally doing BSM – English and Math, now adding med terms. We have English and Math up front and now we are dissolving that line, so the BSM classes will merge more into the nursing program.

Pharmaceutical calculations and practical mathematics instead of MTH. English is all about communications, draw that connection between that classwork and the rest of their program. Intro nursing classes will now be done along with the English and Math classes in the beginning.

Advisory board members' thoughts and comments about the new curriculum:

A nice option for the city to have here

Appreciate the soft skills focus- it is something that a lot of students need, not just from here- In general so focusing on that is a huge step.

Great mentors to have them support and guide the students for where they need to go.

Leads role for the students: Support for the faculty and the students, how do we speak to the whole class or pull individual students. Support the instructors so that the instructors aren't the only person they can go to.

Major support for the instructors- guiding them and providing them with information so they feel like strong instructors.

Great feedback- really excited about this program, including the soft skills and the medical terminology early on in the program.

Dementia and Alzheimer incorporated into the curriculum: Med Surg I- a big focus on dementia and the elderly care.

As we develop and roll out the new curriculum- If there is anything you notice or think we should add, let us know. We always want to improve and see where we can change it and add to it. It is a work in progress. We want and need your feedback it is vital.

Its been fun working with Stone – its always good to know that we have the open lines of communication. Advisory board members appreciate the communication. They see the students that need the encouragement and help and how they grow and come from here.

**Invitation for the graduation in the fall-** It is important that you all attend as individuals who support and employ our students.

**Time of clinical-** is it able to change to 7:00 AM instead of 8:00 AM.

is it doable within our new curriculum? It could be doable, worth discussing. Can it be done. Is it a problem with students working nights? Some do, and some don't so it may not affect the students. A lot of the EH students are part time. Our clinical instructors are good with using their judgement if they are concerned about any of the students.

\*Linda and Demian to follow up and discuss- trial in Waterbury with an expectation at day one.

More about clinical- Dorcia: Clinical expectations- Clin1 and Clin2- application of skills learned  
Advisory Board: More Clinical is always good so the added hours are a great thing. It helps the students feel more confident.

Clinical 3 is changing from Maternity and maybe doing Homecare rotations- there are changes due to feedback from employers.

# **Stone Academy**

## **AGENDA**

### **LPN Advisory Board Meeting**

**October 24, 2018**

- Welcome and Introductions
- Review of minutes
- Programmatic Review
- Open Forum
- Adjournment

Stone Academy  
Practical Nursing  
Advisory Board Meeting  
October 24, 2018

**Attendees:**

Lauren Kuzara, School Director, Waterbury  
Elizabeth Begley, PN Program Manager  
Linda Dahlin, Provost  
Elizabeth James, Registrar, Stone Academy  
Beth Buzzanico, RN, The Hearth at Southbury  
Margaret Simpson RN The Hearth at Southbury  
Marilyn Richardson, RN, Meridian Manor  
Isaac Schwartz, RN, Administrator, Emerest Health of CT  
Chaim Gewirtzman, Owner NCE Homecare  
Ken Zane, Vice President

**Introduction:**

New members were welcomed and introductions took place

**Purpose of Advisory Board:**

The purpose of the Advisory Board is to meet twice per year to provide professional feedback regarding programs and course content in order to ensure students are receiving training that is relevant and marketable.

**Review of last meeting minutes:**

Minutes from the April meeting were reviewed by all.

**Programmatic Review:**

Linda stated that the new clinical time for PN's will be 7:00 a.m. Members were very pleased with this change. The students will get more from the time change.

Linda addressed the first program start on 10/29. There will be 42 day and 38 evening students starting. There has been changes to the building to accommodate the new program and number of new students. Changes will be ongoing.

Marilyn asked what the ratio is for both PCS and PN students to instructor. Linda stated it is 10:1

Linda spoke of the approval of Elizabeth Begley as the Program Manager by the Nursing Board. We are currently looking to hire new instructors. There is the need for a 40 hour Lead Instructor. Criteria is a minimum BSN with the intent to acquire a Master's Degree. Some long term and teaching experience is preferred.

The members reviewed the Programmatic Overview.

Marilyn asked how long the program is 16 months for day and 22 months for evening.

New curriculum has been approved by ABHES and the state. All campuses are now on board with the changes.

Isaac asked what we use for NCLEX Prep. Linda talked about the review book and from Elsevier Adaptive Quizzing and HESI. Liz B. stated that the Elsevier material is a great product!

Marilyn questioned if the students get computer skills especially with EHR. Within the program the students do have exposure to computers and skills.

Linda stated that ATI is being taught out and HESI will be the new program.

All students will be enrolled in EVOLVE so both teachers and students are able to keep updated with grades and information.

Isaac asked what the clinical portion involves. Liz B. stated the Fundamental Labs, use of simulation manikins are being used and each student will get a lab kit that will be used throughout the clinical labs. When showed what is in the Lab Kit, Beth asked the purpose of it. Liz B. stated it will be uses for daily lab. Members thought that the items in it should include scissors, alcohol preps, thermometer, pen light, pen, sticky notes. Some of the items in the bag currently could be inventoried, like catheters, saline and larger items.

Beth asked if Alzheimer and Dementia training will be incorporated into the program. Agreement by members of the importance of this training. In the Fundamental Course there is room to navigate and Liz B will be sure to make it happen.

Beth offered to come in to speak on dementia and Alzheimer's. She presents a virtual program to all employees and would be happy to come and share the experience with our students.

#### **Open Forum:**

Isaac asked what we would make better for the program. Linda said the new curriculum now incorporates soft skills, labs are updated and we are always looking at new ideas. There is a new onboarding process for faculty. The use of Master Teacher thru Elsevier is used, shadowing for a full day and presentation by potential hire after interview is required.

Linda asked if members had any areas they would like to see addressed in the program. Isaac would like to see the balance between text book and real life as it is so different. You can learn with a book but to have the hands on, real life is key.

Ken said expansion of hours to 2000 gives us the opportunity to prep and prepare students. The retention rate will be higher with more time added.

NCLEX pass rate is 90%

Marilyn asked about the number of new students coming on board and if it was difficult to fill. Linda stated it was not hard to fill. The spots filled very quickly. Marilyn was impressed.

Beth and Chaim spoke about crank beds and how Medicare is sending those beds to home. There should be a crank bed in the lab so students know how to use them in case the need comes up.

Ken stated that there will be alternate starts so in January there will be an evening start and in March a day start and so on. This will allow students that fall behind an opportunity to go to the other campuses to make up the class. Members liked this idea.

Beth asked if we see a problem filling the teaching positions. Liz B. answered we have some on board and we can also recruit from our other campuses.

Marilyn asked what other schools in the area offer the PN Program. Ken said, Porter & Chester, Lincoln Tech and Stone. Stone produces the majority of LPN's

Beth was glad to see the critical thinking piece. She also stated that The Hearth does do drug testing. All members do the same and background checks.

There is a strict dress code at all times. Professional interaction with school and clinical sites is a must. There is always the challenge of hair color, tattoos and piercings, It is important to make sure that the student fits the clinical site.

Linda asked about the dress code at their facility, it is basic khaki and cranberry. Beth stated that the facility is the patient's home so there are no med carts, lock boxes are in their room for meds. They want the resident to feel at home.

There is not a skilled unit but the resident can hire their own aide if they need to.

#### Graduation

A student needs to pass an exit exam through ATI. If the student fails the exam it can be taken again in 2 weeks. If not passed the second time there is remediation which consists of meeting with the student one on one for 8 weeks. Tutoring and practice tests are given.

Pinning ceremony takes place – the rite of passage.

Students write a reflection, it is a very memorable experience.

Linda stated that Board members are invited to the ceremony.

Deb stated that the Clin I group they had at their facility had some issues with the dementia unit. The question of maybe it is too early in their course to experience that. It will be reviewed.

Beth and Deb shared the virtual dementia lesson that was given to students. This gives them the chance to observe and feel what a dementia patient experiences.

Beth stated the importance of training the instructors so they could come back and instruct the students on dementia.

Linda will re visit the training and possible have Beth come to the campus to instruct.

NCLEX – 88% pass rate for East Hartford and West Haven. The state requires 80%.

Beth stated that having students come in after 8:00 does not give them a good opportunity to see and assist with patients. The CNA's begin at 6:00 and the nursing staff begins at 7:00 and it is difficult to hold off residents until after 8:00 for care. Karyn stated that this is being looked at and will be on the agenda at the next Advisory Board meeting.

An invitation was extended to Beth and Deb to attend the Advisory Board meetings in West Haven and East Hartford.

Meeting adjourned at 7:00 p.m.

The next meeting will be date and time will be announced



**ADVISORY BOARD MEETING**  
**LPN Program – West Haven Campus**  
**May 2, 2018**

**Agenda**

- Introductions
- New Growth  
Feasibility Approved  
October 2018 – Evening
- New Curriculum
- Credentialing Rates
- Employer Open Forum  
-Employment Opportunities  
-Employer Feedback
- Next meeting: Date to be announced

**LPN Advisory Board Meeting**  
**Stone Academy, West Haven Campus**  
**05/02/18 – 12:00PM – Room 103, West Haven**

**Present:**

Linda Dahlin, Director of Academic Affairs  
John McKittrick, West Haven Campus Director  
Carissa Iannucci, West Haven LPN Administrative Assistant  
Marjorie Lucas, West Haven Interim LPN Program Manager  
Melissa Peterson, West Haven LPN Program Manager Assistant  
Marco Ramirez, Career Services  
DeWayne Pryce, Compliance Manager  
Dorcia Strong, West Haven Clinical Supervisor  
Susan Jahn, West Haven Vocational Instructor  
Kim Pernerewski, Comfort Keepers  
Joanne Milord, Comfort Keepers  
Monica Steyer, Konedu Home Care LLC  
Ted Clark, BrightStar Care  
Jody Ann, Crescent Point

**I. Introduction/Review of Previous Minutes:**

Linda thanked Marco for organizing the meeting and everyone for attending. Everyone took a minute to review the minutes from the last Curriculum Meeting.

**II. New Growth:**

DPH approved the LPN program in Waterbury - 30 students in October

**III. New Curriculum:**

We will be adding more clinical hours.

There will be an increase of hours for maternity (adding Pediatric).

Marjorie stated that maternity, pediatrics, and pharmacology is worrisome for graduating students.

We will be incorporating medical terminology into English, along with soft skills. Medication calculations will be incorporated in Math.

Kim thinks the new curriculum is a great idea, great teaching methods.

Ted asked if there is a lot of creative writing in English; Important for students to be able to communicate to patients and family members.

Jody Ann is glad English is incorporated – communication is important. Asked if we discuss boundaries, cultural diversities and professional conduct with the students.

Marjorie stated that APA format, plagiarism, etc. is practiced in English.

Marco said he expresses the importance of communication during mock interviews.

Kim said taping the mock interviews could be beneficial for students.

Ethics, legal aspects, and cultural competency are discussed in Nursing Concepts and Wellness.

Monica noticed a lot of LPNs lack management skills, she asked if we incorporate management into the curriculum.

Clinical – Focus on skills such as data collection, blood pressure, medication, reflective journaling, etc.

Marjorie discussed how tutoring is offered for both day and evening students.

We offer student career services with Mrs. Pelletier; helps connect students with 211 – have our own hotline for students to call. Mrs. Pelletier also coordinates PBL to help students give back to the community and create bonds with fellow students.

#### **IV. Credentialing Rates:**

Retention: 76%

NCLEX Pass rate: 97%

Participation: 76%

Placement: 30%

#### **V. Open Forum:**

Kim and Jody are interested in speaking to the students.

Ted said that Doctor's offices are hiring LPNS now.

Everyone is looking forward to working with Stone Academy and hiring our graduates.

Meeting adjourned at 1:30pm.

**Minutes Recorded By:** \_\_\_\_\_

# **PN Advisory Board**

**East Hartford Campus**

## **AGENDA**

**October 16, 2018 - 12:00 p.m.**

- I. **Welcome and Introductions**
- II. **Review of Minutes**
- III. **New Growth**
- IV. **Curriculum Updates**

# PN ADVISORY BOARD

OCTOBER 16, 2018

12:00 PM

EAST HARTFORD CAMPUS

LOCATION: PN Program, Stone Academy, East Hartford Campus

MEETING TITLE: PN Advisory Board Meeting

MEETING LEADER: Kevin Mooney, East Hartford PN Program Manager

MEETING AGENDA: Kayla Durdan – PN Program Manager Assistant

**Linda Dahlin**, Provost, Stone Academy; **Kevin Mooney**, PN Program Manager EH; **Allison Williams**, PN Program Manager Assistant, Stone Academy EH; **Denise Cortegiano**, PN Clinical Supervisor, Stone Academy EH; **Ashley Curtis**, Placement Manager, Stone Academy EH; **Kim Hekkala**, PN Day Lead; **Terry Kinsley**, PN Evening Lead, Stone Academy EH; **Kayla Durdan**, PN Administrative Assistant, Stone Academy EH; **Monica Messenger**, SDC/ICN, Parkway Pavilion; **Beth Briglia**, Nurse Manager, St. Francis Hospital; **Erin Finn**, Case Coordinator, Infinity Homecare; **Miosotis Garcia**, HR Recruiter, Athena Healthcare; **Margaret Wolfe**, Administrator, Infinity HealthCare

Meeting Called to Order at 12:00 pm by Kevin Mooney, PN Program Manager, Stone Academy

## Agenda Topics

<b>DISCUSSION</b>	<b>Introductions/ Review of Minutes</b>
	<ul style="list-style-type: none"> <li>• Introductions of attendees</li> <li>• Purpose of Advisory Board Meetings are to bring the community together and update on what is happening at Stone as well as getting feedback from employers.</li> </ul>
<b>DISCUSSION</b>	<b>Stone Academy Growth</b>
	<ul style="list-style-type: none"> <li>• Stone Academy is now accredited by ABHES (Accrediting Bureau of Health Education Schools)</li> <li>• ABHES has helped us evaluate our curriculum along with helping us grow as a school.</li> <li>• Our Waterbury campus is started the Practical Nursing program at the end of October. The October 2019 cohort is the first cohort starting the new curriculum.</li> </ul>
<b>DISCUSSION</b>	<b>New Curriculum</b>
	<ul style="list-style-type: none"> <li>• The new curriculum was created with the help of the feedback from employers and graduate surveys.</li> <li>• October 2019 (evening) and January 2019 (day) are the first to start with the new curriculum.</li> <li>• We added 500 hours to the program- about 50/50 split between theory and clinical. This will help integrate professional behavior such as soft skills, job skills, communication and conflict resolution.</li> <li>• Monica- says they are having issues with LPNs and CNAs in the younger generation (call outs, attendance, etc.)</li> <li>• We recognize that professional behavior is needed early, will incorporate into program from beginning.</li> <li>• Mios mentioned that it is good to let the students know the expectations from the beginning as well as etiquette.</li> <li>• Linda brought up that Ashley performs mock interviews in Career Services to help them with their body language and professional skills. Ashley sets up a mirror so that the students can see themselves and creates a "workshop" for the students during the interview so they know what to work on.</li> <li>• Terry implicates a civility contract that states what to expect from each other through the program and has had success with it. Linda mentioned that Terry would be training faculty on using the contract in the classroom.</li> <li>• We are taking steps in our new curriculum to take feedback from employers and help use it in the program. One survey mentioned that graduates were slow doing med passes when on the floor. We are going to start with med passes in clinical a rotation earlier. Will be doing med passes in 3 total rotations.</li> <li>• Clinical 3 (maternity) was eliminated from the program. This rotation will be expended throughout the program.</li> <li>• Monica asked about other areas in nursing such as wound care that students could get jobs doing. Parkway Pavilion takes 1 year out LPNs that can do wound home care.</li> <li>• Students can take the CNA test after a certain point in the PN program, this helps them get out into CAN test to get into home care. This helps get students prepared for working in a home independently rather than having a team to back them up.</li> <li>• We have cleaned up the program with the new curriculum. Pediatric content is now removed from MED-SURG</li> </ul>

**Practical Nursing  
Advisory Board Meeting  
AGENDA**

**October 24, 2018**

- Welcome and Introductions
- Review of Minutes
- Programmatic Review
- Open Forum
- Advisory Board Recommendations
- Adjournment

Stone Academy  
Practical Nursing  
Advisory Board Meeting  
October 24, 2018

**Attendees:**

Lauren Kuzara, School Director, Waterbury  
Elizabeth Begley, PN Program Manager  
Linda Dahlin, Provost  
Elizabeth James, Registrar, Stone Academy  
Beth Buzzamco, RN, The Hearth at Southbury  
Margaret Simpson RN The Hearth at Southbury  
Marilyn Richardson, RN, Meridian Manor  
Isaac Schwartz, RN, Administrator, Emerest Health of CT  
Chaim Gewirtzman, Owner NCE Homecare  
Ken Zane, Vice President

**Introduction:**

New members were welcomed and introductions took place

**Purpose of Advisory Board:**

The purpose of the Advisory Board is to meet twice per year to provide professional feedback regarding programs and course content in order to ensure students are receiving training that is relevant and marketable.

**Review of last meeting minutes:**

Minutes from the April meeting were reviewed by all.

**Programmatic Review:**

Linda stated that the new clinical time for PN's will be 7:00 a.m. Members were very pleased with this change. The students will get more from the time change.

Linda addressed the first program start on 10/29. There will be 42 day and 38 evening students starting. There has been changes to the building to accommodate the new program and number of new students. Changes will be ongoing.

Marilyn asked what the ratio is for both PCS and PN students to instructor. Linda stated it is 10:1

Linda spoke of the approval of Elizabeth Begley as the Program Manager by the Nursing Board. We are currently looking to hire new instructors. There is the need for a 40 hour Lead Instructor. Criteria is a minimum BSN with the intent to acquire a Master's Degree. Some long term and teaching experience is preferred.

The members reviewed the Programmatic Overview.

Marilyn asked how long the program is 16 months for day and 22 months for evening.

New curriculum has been approved by ABHES and the state. All campuses are now on board with the changes.

Isaac asked what we use for NCLEX Prep. Linda talked about the review book and from Elsevier Adaptive Quizzing and HESI. Liz B. stated that the Elsevier material is a great product!

Marilyn questioned if the students get computer skills especially with EHR. Within the program the students do have exposure to computers and skills.

Linda stated that ATI is being taught out and HESI will be the new program.

All students will be enrolled in EVOLVE so both teachers and students are able to keep updated with grades and information.

Isaac asked what the clinical portion involves. Liz B. stated the Fundamental Labs, use of simulation manikins are being used and each student will get a lab kit that will be used throughout the clinical labs. When showed what is in the Lab Kit, Beth asked the purpose of it. Liz B. stated it will be uses for daily lab. Members thought that the items in it should include scissors, alcohol preps, thermometer, pen light, pen, sticky notes. Some of the items in the bag currently could be inventoried, like catheters, saline and larger items.

Beth asked if Alzheimer and Dementia training will be incorporated into the program. Agreement by members of the importance of this training. In the Fundamental Course there is room to navigate and Liz B will be sure to make it happen.

Beth offered to come in to speak on dementia and Alzheimer's. She presents a virtual program to all employees and would be happy to come and share the experience with our students.

#### **Open Forum:**

Isaac asked what we would make better for the program. Linda said the new curriculum now incorporates soft skills, labs are updated and we are always looking at new ideas. There is a new onboarding process for faculty. The use of Master Teacher thru Elsevier is used, shadowing for a full day and presentation by potential hire after interview is required.

Linda asked if members had any areas they would like to see addressed in the program. Isaac would like to see the balance between text book and real life as it is so different. You can learn with a book but to have the hands on, real life is key.

Ken said expansion of hours to 2000 gives us the opportunity to prep and prepare students. The retention rate will be higher with more time added.

NCLEX pass rate is 90%

Marilyn asked about the number of new students coming on board and if it was difficult to fill. Linda stated it was not hard to fill. The spots filled very quickly. Marilyn was impressed.

Beth and Chaim spoke about crank beds and how Medicare is sending those beds to home. There should be a crank bed in the lab so students know how to use them in case the need comes up.

Ken stated that there will be alternate starts so in January there will be an evening start and in March a day start and so on. This will allow students that fall behind an opportunity to go to the other campuses to make up the class. Members liked this idea.

Beth asked if we see a problem filling the teaching positions. Liz B. answered we have some on board and we can also recruit from our other campuses.

Marilyn asked what other schools in the area offer the PN Program. Ken said, Porter & Chester, Lincoln Tech and Stone. Stone produces the majority of LPN's

Beth was glad to see the critical thinking piece. She also stated that The Hearth does do drug testing. All members do the same and background checks.

**Advisory Board Recommendations**

Alzheimer and Dementia training to continue. Virtual presentation for PN's.

**Response of School**

All recommendations of the board will be considered and brought to the next meeting

**Unfinished Business**

There is no unfinished business at this time.

Chairman does monthly background checks. He is able to screen his employees which produces a higher quality one.

Medical marijuana was mentioned and this puts the employer in a difficult situation.

Meeting adjourned at 12:00 p.m. and lunch followed

The next meeting will be held in April 2019. Date and time will be announced

**PN Advisory Board Meeting  
East Hartford Campus  
April 9, 2019**

- I. Introduction/Agenda**
- II. Review of Meeting Minutes from Previous Meeting**
- III. Stone Academy Growth**
- IV. New Curriculum**
- V. 2017 – 2018 Numbers**
- VI. Open Forum**
- VII. Adjournment**

# PN ADVISORY BOARD

## MINUTES

APRIL 9, 2019

12:05 PM

EAST HARTFORD CAMPUS

MEETING CALLED BY	PN Program, Stone Academy, East Hartford Campus
TYPE OF MEETING	PN Advisory Board Meeting
FACILITATORS	Chris Fryer, Career Services Manager, Stone Academy EH
NOTE TAKER	Kayla Durdan – PN Program Manager Assistant
ATTENDEES	Linda Dahlin, Provost, Stone Academy; DeWayne Pryce, Campus Director, Stone Academy EH; Kevin Mooney, PN Program Manager, Stone Academy EH; Allison Williams, Assistant Programs Manager, Stone Academy EH; Chris Fryer, Career Services Manager, Stone Academy EH; Kayla Durdan, PN Administrative Assistant, Stone Academy EH; Colleen Heneffran, South Windsor Board of Education; Dan Edwards, Ready Nurse; Susan Oliver, 1199 Training Fund; Laurie Keegan, Stone Academy Graduate; Ana Machado, Stone Academy Student; Saif Hossain, Stone Academy Student

Meeting Called to Order at 12:05 pm by Linda Dahlin, Provost, Stone Academy

### Agenda Topics

DISCUSSION	<b>Introductions/ Review of Minutes</b>
	<ul style="list-style-type: none"><li>• Introductions of attendees</li><li>• Purpose of Advisory Board Meetings are to bring the community together and update on what is happening at Stone as well as getting feedback from employers.</li></ul>

DISCUSSION	<b>Stone Academy Growth</b>
	<ul style="list-style-type: none"><li>• Stone Academy is now accredited by ABHES (Accrediting Bureau of Health Education Schools)</li><li>• ABHES has helped us evaluate our curriculum along with helping us grow as a school. Next visit is April 16<sup>th</sup> and 17<sup>th</sup></li><li>• Since our last ABHES visit, we have removed 'Licensed' from the program name and it is now the Practical Nursing Program.</li><li>• Our Waterbury campus is started the Practical Nursing program at the end of October. The October 2019 cohort is the first cohort starting the new curriculum. This campus is currently looking for a lead instructor and a clinical supervisor.</li><li>• Joe Bierbaum, President of Stone Academy, recently purchased Paier College of Art in Hamden, CT.</li><li>• Stone Academy is looking to open another campus.</li></ul>

DISCUSSION	<b>New Curriculum</b>
	<ul style="list-style-type: none"><li>• Based on feedback from employers and graduates, we have revamped our curriculum.</li><li>• Our Maternity clinical rotation has been removed, but the content remains in the classroom. The state does not require a clinical rotation.</li><li>• We realized that students could be stronger with their med passes. We have taken the Maternity rotation and turned it into regular clinical rotation in order to start the medication passes a rotation earlier to get more experience.</li><li>• Kevin mentioned we would like to add a homecare or visiting nurse rotation so that we can get students into the fields they would be going into while in rotation.</li><li>• Professionalism has been a big concern in employers and clinical sites. Based on this feedback we have started to stress the importance of professionalism early in the program. Nursing Seminar is now in the beginning of the program rather than the end. The soft skills for professionalism will be reinforced through clinical and the program as a whole.</li><li>• We have two cohorts in the new curriculum (October 2018 and January 2019). All cohorts going forward will be in the new curriculum.</li><li>• Linda asked the current students and our graduate student to compare their experiences in the old and new curriculum.</li><li>• Laurie mentioned that the Maternity rotation which to her was the biggest part. She knew that they were not going to step out of the program as an LPN and into a job in maternity. Kevin responded that we increased the</li></ul>

- time in maternity class because of it.
- Laurie also mentioned that she noticed the struggle with medication passes. She expressed that it is important to know how to do those early on.
- Ana said that she really enjoyed having a seminar class in her first semester and it helped her understand the importance of professionalism. She likes that the same teacher that taught her Seminar class also teaches one of her nursing classes (SCI110).
- Dan said that he agrees the importance of not only professionalism but also computer competency. Kevin responded that we are going to start integrating computerized documentation in the classroom as well as clinical.
- Colleen brought up the fact that she has had people come into interviews 10 minutes late and not in professional attire. She says knowledge of computers is important to the employers as well as communication.
- Chris Fryer performs mock interviews with the students to prepare them for a real interview with a prospective employer. He always asks, "Why do you want to be an LPN?" He also keeps an eye on posture, eye contact, presentation and is very critical during the interview process.
- Over the past 4 weeks, Chris has done mock interviews with about 30-40 students.
- DeWayne brought up that the students are all encouraged to create a LinkedIn account. Most of our students have a hard time with the job searching process and this helps us help them select a professional photo for their account, as well as setting up the profile with them.

**DISCUSSION** | **Stone Academy Numbers 2017-2018**

- ABHES requires an Effectiveness Plan to make sure our programs are functioning properly. These numbers go to the State of CT, Department of Health, and the Department of Education.
- Current enrollment rate is 281 (new evening cohort starting 4/30/2019)
- Retention Rate: 81%
- Credentialing Rate: 100% (99% participation rate)
- Placement Rate: 70% (this number reflects the students we were in contact with)
- Clinical Affiliate Satisfaction Rate: 89%
- Student Satisfaction Rate: 73%- drop from where we were previously
- Graduate Satisfaction Survey: 79%
- Employer Satisfaction Survey: 74%
- Anything under 70% requires a PEP

**DISCUSSION** | **Employer Open Forum**

- Chris asked if there was anything that we could help our future graduates improve on.
- Dan reiterated the importance of professionalism and what not to do when you go in for an interview. He has noticed a trend in lateness as well as attire when he has interviewees come in.

**NEXT MEETING(S)** | TBA

**ADJOURNED** | 1:05 PM

**SPECIAL NOTES** | Respectfully submitted, Keyla Durdan, PN Administrative Assistant

**PN Advisory Board Meeting  
Waterbury Campus  
April 10, 2019  
AGENDA**

- I. Introduction/Agenda**
- II. Review of Meeting Minutes**
- III. Programmatic Review**
- IV. Clinical Sites**
- V. Clinical Feedback**
- VI. New Growth and Updates**
- VII. Open Forum**
- VIII. Adjournment**

Minutes	April 10, 2019	11:00 a.m. to 12:00 p.m.	Waterbury
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Meeting called by Terry Kinsley, PN Programs Manager

Note taker Tara Brunetti, Administrative Assistant

Attendees Beth Buzzannco; RN, The Hearth of Southbury, Chaim Gewirtzman, Owner NCE Homecare, Elizabeth James, Assistant Program Manager; Judith Kelliher, Career Service Manager; Lauren Kuzara, Campus Director, Isaac Swartz, RN, Administrator, Emerest Healthcare of CT

**DISCUSSION TOPICS**

**Introductions:** New members were welcomed and introductions took place.

• **Purpose of Advisory Board:**

The purpose of the Advisory board is to meet twice a year to provide professional feedback regarding programs and course content in order to ensure students are receiving training that is relevant and marketable.

• **Review of last meeting minutes:**

The October 24, 2018 meeting minutes were reviewed by everyone, and agreed upon by all.

• **Programmatic Review:**

Lauren commented that they wanted clinical to start at 7:00 a.m. When students enrolled they were not told and signed paperwork that said 8:00 a.m. This will be too problematic to change now due to childcare for many. We are looking into changing paperwork to state new times for next rotation. Chaim mentioned part of nursing is "You go with the change".

• **Clinical Sites**

We currently have The Hearth in Southbury, Beacon Brooke, Watertown Convallarium, Lutheran Home, and Regal Care Our first group of PN's have just started their first Clinical rotation.

• **Clinical site feedback on our students:**

Beth currently has 7 of our students at The Hearth in Southbury. Clinical has just recently began, but all is going well. She did mention that she has recently hired two East Hartford students. Terry commented, "we are always looking for new sites, as well as instructors".

• **New Growth and Updates:**

We now have internet in the modular classrooms. PN program growing, we have increased our population by 100+ students. Lauren mentioned we will be undergoing changes at the campus. We are looking to add another modular classroom, paving the parking lot.

ABHES is visiting us for our accreditation renewal April 18<sup>th</sup> and 19<sup>th</sup>. It has been three year since the last visit.

They always like to visit a site or two when they come.

They will be asking students and staff questions. Items they look for are:

- o Agreements
- o Are the students doing different things
- o Participation/completed time sheets
- o Students not being paid

#### **Open Forum:**

Chaim mentioned that he was a Stone Academy PN graduate. He also commented, "that nursing is hard and students have to adapt". He was asked if he would like to come in be a guest speaker. He said, "yes of course". Chaim spoke of surveys for students clinical sites. Judy also replies that the surveys are a great way for us to gather information on what works and what doesn't.

#### **Adjournment:**

Meeting adjourned at 12:45 and lunch was offered.

#### **NEXT MEETING**

October 1, 2019

- Date to be determined

**PN Advisory Board Meeting  
Stone Academy  
West Haven Campus  
April 18, 2019 – 12:30 p.m. Conference Room  
AGENDA**

- I. Introduction/Agenda**
- II. Review of Meeting Minutes**
- III. New Growth**
- IV. New Business**
- V. Old Business**
- VI. Open Forum**
- VII. Adjournment**

**PN Advisory Board Meeting**  
**Stone Academy – West Haven Campus**  
**4/18/19 – 12:30 p.m. – Conference Room**

**Present:** Heather Cairella, Coachman Square; Brian LaPointe, All Pointe Home Care; Cindy Jekels, Comfort Keepers; Dr. Donna Jones, PN Director; Dr. Chandra May, PN Clinical Supervisor; Cheryl Miller, Lead Instructor; Ashley Pimenta, Administrative Assistant; Marco Ramirez, Career Services, West Haven Campus

**I. Introduction/Review of Previous Minutes:**

After Marco thanked everyone for attending, they all took a moment to review the minutes from the last meeting. There were no additions or deletions to be made. The minutes were approved as read.

**II. New Growth:**

It was stated that the Stone Academy, Waterbury Campus, was approved to have a PN program. They recently started 30 students in this program.

**III. New Business:**

Brian LaPointe mentioned how much he enjoyed attending the Career Fair that was held at Stone Academy. He spread the word through Facebook and received many applicants. He also mentioned that he likes to screen students before their interview with him and gives them a "soft interview" over the telephone so he can determine if students are interested. He also stated that he does fingerprinting. He feels that all students should be fingerprinted before graduation. Perhaps this can be discussed before the student starts the clinical portion of his/her program. Brian likes to see work history on student resumes, even if it is not healthcare related. It does not upset him to see more than one page for a resume.

Dr. Jones commented that she would like employers to come into Stone Academy to do mock interviews with the students before they graduate. She would also like employers to discuss proper cell phone etiquette.

Heather, Brian, and Marco discussed the WIA plan, which is a state plan for students to receive funding.

**IV. Old Business:**

It was mentioned that Stone Academy would be having a visit from ABHES (Accrediting Bureau for Health Education Schools) the end of April.

**V. Open Forum:**

Some suggestions by the group included:

- Having students look into ADP website or Career Builder
- Having more Career Fairs
- Making sure students have completed at least one mock interview

**VI. Adjournment:**

There being no further business, the meeting was adjourned at 1:35 p.m.

Minutes Recorded By:

  
Ashley Pimenta, Administrative Assistant

**Stone Academy  
PN Advisory Board Meeting  
Waterbury Campus  
October 16, 2019  
AGENDA**

- I. Introduction/Agenda**
- II. Purpose of Advisory Board**
- III. Review of Minutes**
- IV. Programmatic Review**
- V. Clinical Sites**
- VI. Clinical Site Feedback**
- VII. Adjournment**

Minutes	October 16, 2019	11:00 a.m. to 12:00 p.m.	Waterbury
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Meeting called by	Dennis Fitzgerald, PN Site Administrator
Note taker	Tara Brunetti, Administrative Assistant
Attendees	Beth Buzzanico RN, The Hearth of Southbury; Elizabeth James, Assistant Program Manager; Judith Kelliher, Career Service Manager ; Lauren Kuzara, Campus Director; Ashley Merritt, DON Cook Willow Health Center; Norman Merritt, MDS Coordinator Cook Willow Health Center; Joanne Milord, Recruiter Hartford Healthcare; Nathalie Murry, DON River Glen HCC

**DISCUSSION TOPICS**

• **Introductions:**

New members were welcomed and introductions took place. Lauren introduced Dennis Fitzgerald as the new PN Site Administrator.

• **Purpose of Advisory Board:**

The purpose of the Advisory board is to meet twice a year to provide professional feedback regarding programs and course content in order to ensure students are receiving training that is relevant and marketable.

• **Review of last meeting minutes:**

The April 10, 2019 meeting minutes were reviewed by everyone, and agreed upon by all.

• **Programmatic Review:**

Dennis commented that we had our ABHES visit and we received zero citations! We have begun a new grading system; I grade Plus; we are very excited about it. PN students are using ATI testing system. ATI has a 90% prediction of pass rate for NCLEX. Lauren mentioned that our campus is undergoing many changes to accommodate our growing population. Our parking lot is being paved as we speak.

• **Clinical Sites**

At the last Advisory board meeting we had: The Hearth in Southbury, Beacon Brook, Watertown Convalescent, Lutheran Home, and Regal Care. We have added the following sites: Elim Park, Wolcott View Manor, Glendale Center, Ingraham Manor, GWIM, Cook Willow, and Aware Recovery Center. Dennis commented that some students volunteered for GWIM and Aware Recovery Center. At GWIM the students volunteered at the soup kitchen; prepared meals, food bags and sorted food for the food pantry. The students also volunteered at The Kidz Club: there were 22 children ages 3 to 14 years old. Students created health related exercises and presented health related topics for the children. Students found these experiences to be very humbling.

We have also added Aware Recovery Care. This is an in home addiction recovery center. Students are conducting drug screenings and assessments over the phone. Our first day was a success, and we look to be there for four months.

• **Clinical site feedback on our students:**

Nathalie Murry, asked if we would be doing PDP, insurance documentation and assessment. The students have been getting some training during Clinical rotations. We have ATI which will help with templates and customizing patient orders. This will mimic real life patients.

Ashley Merritt mentioned Cook Willow Health Center has a flu vaccination policy. All students who do not have the vaccine must wear a mask. Dennis mentioned Stone requires PN students to receive the flu vaccine. There were mixed responses: Beth said The Hearth does not require the flu vaccine. Nathalie said River Glen does.

Beth is the only guest whom has had our students. She suggested working on soft skills. Areas that could use improvement were interviewing. Judy Kelliher mentioned we will be having our first graduating PN class February 2020, "Are your centers requiring experience upon hire"? Students need to be licensed before hire. Dennis commented that students should conduct themselves as if every day is an interview.

• **Adjournment:**

Meeting adjourned at 11:45 and lunch was offered.

**NEXT MEETING**

- Date to be determined

**Stone Academy**  
**PN Advisory Board Meeting**  
**East Hartford Campus**  
**December 11, 2019**  
**AGENDA**

- I. Introduction/Agenda**
- II. ABHES Reaccreditation Visit**
- III. Direction of PN Program**
- IV. 2017 – 2018 Stone Academy Numbers**
- V. Open Forum**
- VI. Alumni Participation**
- VII. Student Participation**
- VIII. Adjournment**

# ADVISORY BOARD MEETING- PRACTICAL NURSING PROGRAM (PNP) MINUTES

MEETING CALLED BY	DeWayne Pryce, Campus Director EH
TYPE OF MEETING	Practical Nursing Program
PRESIDING	DeWayne Pryce, Campus Director, EH Stone Academy
NOTE TAKER	Augustina Rivera, Administrative Assistant for Academic Suite EH
ATTENDEES	DeWayne Pryce, Campus Director EH, Kevin Mooney, PN Program Manager, Allison Williams, Assistant PN Programs Manager; Christina Heever, Instructor; Collin Osborn, Assistant PN Programs Manager; Terry Kingeley, Interim PN Program Administrator, Daryn Price, Career Services Manager;; Kim Marfyak, Director of Nursing for Arden Courts of Farmington, Daniel Ofori-Mintah, Current Student, Tyrrell Cobbs, Alumni, Augustina Rivera, Administrative Assistant
MEETING CALLED TO ORDER	12/11/19 at 11:15 PM by DeWayne Pryce, Campus Director EH

## Agenda topics

### DISCUSSION Introduction

- Introductions from all attendees
- Sign-In Sheet dispersed

### DISCUSSION

• **Re-accreditation Visit April 16-17, 2019:** Mr. Pryce explained that the East Hartford Campus team worked really hard to get everything in order for the accreditation process. The outcome of the hard work paid off as Stone Academy passed accreditation with no citations, no findings and with the next accreditation occurring in six years instead of the typical 2 year mark, first time in Stone Academy's history.

• **Direction of Practical Nursing Program:** Stone Academy PNP services 75% of the PN students in the State of CT. The focus is on getting all three campuses (Waterbury, West Haven and East Hartford) to have the same clinical structure and to have theory carry into clinical experience. In Waterbury, they partnered with Greater Hartford Interfaith Ministries and had four students from Clinical 3 teaching youth how to properly brush teeth and health safety giving them the exposure to working with mental health patients. We are trying to think outside the box and try to find other avenues to give students exposure to different field and types of patients.

• **Stone Academy by the Numbers (2017-2018):** PN program enrollment continues to grow, we have another cohort beginning in January with about 40 to 50 students. Students that finish program have a 83% success rate of passing the NCLEX and the evening program students have a 93% success rate with 99% actually taking the exam. The employment rate is 80% but we know that the employment rate is higher but it is difficult to capture all the graduates that find employment because we would need either the student or employer to put in writing. He thinks that it would be great if an alumni association can be created to help have alumni mentor current students and to help build connections with other agencies where they are employed.

- o **Current Enrollment: 313**
- o **Retention Rate: 81%**
- o **Credentialing Rate: 100 % (99% participation rate)**
- o **Placement Rate: 80%**
- o **Student Satisfaction Rate: 73%**
- o **Clinical Affiliation Satisfaction Rate: 89%**
- o **Graduate Satisfaction Survey: 79%**
- o **Employer Satisfaction Survey: 74%**

• **Employer Open Forum:** Kim from Arden Courts of Farmington has hired two PN graduates, Pauline Stringer and Jerry Joseph. Jerry was a CNA first and therefore had some experience with the agency and knew his way around and understood the policies before becoming an LPN and Pauline had to learn the policies and the feel of the place and handled her first death on her first day in a very professional manner. She is very happy that they ask questions rather than act because she rather answer questions than try to undo what has been done. She is very happy with both of them and looks forward to Stone Academy sending more alumni to her because she openings. She also said she is very interested in becoming a clinical site and partnering with Stone Academy.

• **Alumni Participation:** Tyrrell expressed how happy he was with the education he received here at Stone Academy. Within a year of being employed he was promoted to supervisor. He said he felt prepared for the real world, appreciates teachers that he had at the time such as Christina Hoover and Kevin Mooney, that were good to him and steered him in the right direction during tough moments. He said most students are upset with staff while they are studying because obviously a lot is going on, they have families, jobs and then trying to study and meet the demands of the school puts pressure on students, but once they get out there in the real world, they appreciate so much what they went through because they were being prepared.

• **Student Participation:** Daniel expressed his satisfaction with being a current student at Stone, he was looking for a job and was told by several people about Stone Academy and that you get a good job when you leave here and so he signed up. He says that he foresees Stone Academy taking over a lot of real estate in this area because he sees how many students come here and the continuance interest in this school. He feels the school is being outgrown by so many students.

• **Christina Hoover, Instructor:** Thanked Kim for hiring alumni from Stone Academy and she knows how hard the students work here and she is confident in the program and how prepared students are when they graduate.

• **Daryn Price, Career Services Counselor:** It has helped tremendously to be part of this conversation because it helps him understand more how to connect the students with employers. He thanked Kim so much for coming and giving her feedback on the graduates that she has hired. It was nice seeing her in person after so much communication and he is glad to see that they are going to continue to grow their partnership with her agency.

NEXT MEETING(S) April 2020

Adjourned 12:00 PM

**Stone Academy**  
**PN Advisory Board Meeting**  
**East Hartford Campus**  
**June 17, 2020**  
**AGENDA**

- I. Introduction/Agenda**
- II. Purpose of the Advisory Board**
- III. Review of Minutes**
- IV. Transition to Distance Learning**
- V. Blackboard Integration**
- VI. Curriculum Overview**
- VII. 2019 – 2020 Review of Outcomes**
- VIII. Open Forum / Board Member Feedback**
- IX. Adjournment**

Minutes	June 17, 2020	12:30 PM	East Hartford
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<b>Meeting called by</b>	DeWayne Pryce, Campus Director-East Hartford (EH)
<b>Note taker</b>	Daryn M. Price, Career Services Manager-EH
<b>Attendees</b>	DeWayne Pryce, Campus Director-EH; Daryn M. Price, Career Services Manager-EH; Diane Ashman, Clinical Instructor-EH; Judy Kelliher, Career Services Manager-WB; Gerri Salano, Assistant Programs Manager-EH; Eleana Ortiz, Administrative Assistant-EH; Joanna Davis, Clinical Supervisor-EH; Pamela Jones, Clinical Instructor-EH; Todd Grady, Assistant Programs Manager-WB; Yvette Stout, Student Advisor-EH; Thomasina Tatum, Career Services Manager-WH; Terry Kinsley, Practical Nursing Program Administrator; Kim Marfyak, Director of Nursing at Farmington Station; Debbie Sampson, Owner of Quality Patient-Centered Services; Beth Buzzancco, Regional Director of Clinical Services at The Hearth; Lauren McLaughlin, Recruiting Specialist at Starling Physicians; Jodie Koeke, Genesis Healthcare; Christie Hoover, Instructor-EH; Ted Moskowitz, instructor-EH; Ana Machado-Perez, Student-EH; Claudette Leslie, Graduate-EH; Tiha Flake, Graduate-EH

**DISCUSSION TOPICS**

- Introductions:**
- Introductions from all attendees.
  - Debbie Sampson used this time to share a brief work history, information about her agency and spoke to the importance of networking and her interest in learning more about Stone Academy and how she can contribute towards student success.
  - Kim Marfyak used this time to express that she has hired numerous Stone Academy graduates and hoped to hire more.
  - DeWayne Pryce reviewed the agenda with all participants and left an opportunity for questions to which none were asked.

- Purpose of Advisory Board:**
- DeWayne discussed the purpose of the Advisory Board which is to meet twice a year to provide professional feedback regarding programs and course content to ensure students are receiving training that is relevant and marketable. This particular meeting was held via Zoom Video Conference Call due to COVID-19 guidelines and restrictions. Minor technical difficulties ensued.

- Review of last meeting minutes:**
- DeWayne spoke to the December 11, 2019 meeting minutes which were reviewed by everyone and, explained the developmental soft skills incorporated into the student experience through career services.
  - He asked if there were any questions. None were presented.
  - He handed the meeting over to Terry Kinsley.

- Transition to Distance Learning:**
- Terry spoke to the transition to distance learning. She discussed the quick turnover that took place once Stone Academy decided to close on-site functions due to COVID-19 and switch to Blackboard learning. She expressed that this denotes just how important our student's success is to us, and provided how each student has a course advisor that oversees the progress and potential issues that arise until students can transition back to campus. She also mentioned the protocols in place for distributing textbooks and eBooks to students to ensure there are no hiccups in their education. She asked if there were any questions. None were presented.

- Blackboard Integration:**
- Terry explained how the transition to Blackboard took two-weeks to onboard, and to some of the challenges faced and resolved. She spoke of Collaborative learning which is a live classroom used via blackboard that gives instructors and students the ability to interface despite the distancing measures in place. Collaborate also can record sessions so that students can view them according to their schedules and current living situations. She asked if there were any questions. None were presented.

- Practical Nursing Curriculum Overview:**
- Terry highlighted the increased use of ATI since the last advisory meeting. She mentioned that ATI is utilized by students starting in their first seminar to the time that they take their exit exam. Terry included that the increased use assists in better preparing students to take the NCLEX once they graduate. She also spoke of caregiver fatigue regarding sites for clinical rotations and shared a personal experience with a nursing facility regarding a relative that tested negative for the coronavirus. Terry expressed that COVID-19 has presented many challenges for all frontline workers which has made it difficult for them to allow our students on-site to participate in a clinical rotation at this time.
  - Terry handed over the meeting back to DeWayne to present the Overview of Outcomes.

**Overview of Outcomes (2019-2020):**

- DeWayne reviewed and explained the need for positive outcomes by the percentages. The rates are in good standing but the placement rate specifically is 57% but is closer to exceeding 70% once required documents are received to verify employment. He expressed that these outcomes are trending in the right direction towards benchmarks set by ABHES. Please review the following:
  - **Retention** – 84%
  - **Student Surveys:**
    - Participation Rate – 68% | Satisfaction Rate – 65%
  - **Credentialing** – 77%
  - **Placement** – 57%%
  - **Clinical Extern Affiliate Surveys:**
    - Participation Rate – 82% | Satisfaction Rate – 95%
  - **Graduate Surveys:**
    - Participation Rate – 79% | Satisfaction Rate – 74%
  - **Employer Surveys:**
    - Participation Rate – 32% | Satisfaction Rate – 74%

**Open Forum/Advisory Board Member Feedback:**

- DeWayne Pryce opened the discussion to employers, students, and graduates.
- Debbie expressed the importance of hands-on training and mentioned her experiences as an LPN and RN, and shared that learning how to give vaccines among other duties is crucial in the learning experience. She also expressed that her LPN hands-on training was better than her RN training.
- Terry highlighted the extraordinary work that Joanna Davis, a former instructor, has done in offering remediation to students that struggle, and expressed that she is looking forward to Joanna transferring her skills to her new role as the Clinical Supervisor.
- Tiha Flake spoke to her experiences as a student and graduate, indicating that she came into Stone Academy as a Certified Nurse Assistant having certain knowledge of what to expect. She stated that due to this she felt she had an upper hand over her peers who had no previous knowledge and suggested that smaller groups in clinical may benefit experienced and inexperienced students alike.
- DeWayne asked Tiha if she felt that the skills she learned at Stone Academy have been to her benefit during COVID-19.
- Tiha expressed that she feels her experience and skills have allowed her to transition easily through the pandemic. She also shared that being comfortable with touching patients is important and mentioned that she had to leave the meeting due to work.
- Attendees offered appreciation for Tiha's participation and input.
- Tiha expressed gratitude for being asked to join the Advisory Board, expressed farewells then exited the meeting.
- Terry asked Joanna to speak to the protocols regarding student safety.
- Joanna Davis talked about how students need to be able to place personal protective equipment before performing duties and interacting with others. She also remarked that when students finally return to campus, they will be trained on proper PPE procedures before resumption to clinical sites. She also commented that students will be resuming hands-on training in the labs on campus once they return on site.
- Terry thank Joanna then handed the meeting back to DeWayne.
- DeWayne asked if Ana Machado-Perez wanted to speak from a student's perspective, but no response.
- DeWayne then asked Daryn M. Price to explain the inclusion of professional development to students as they attend Stone Academy to enhance soft skills in the workplace.
- Daryn elucidated the Five Point emphasis on meeting with students throughout their tenure at Stone Academy starting in their orientation through to their graduation of the program. He spoke to the successes that occurred since implementing presentations, workshops, and mock interviews into their scheduled curriculums.
- DeWayne handed the meeting back over to Terry.
- Terry asked if there were any questions. None were presented.
- Pleasantries and thanks were shared by attendees before the end of the meeting.
- The meeting adjourned.

**Adjournment:**

- The meeting adjourned at 1:18 PM

**Next Meeting:**  
October 2020

# **CURRICULUM MEETINGS**

**HELD JOINTLY**

**EAST HARTFORD CAMPUS**

**WATERBURY CAMPUS**

**WEST HAVEN CAMPUS**



**Practical Nursing Curriculum Meeting  
West Haven Campus  
May 22, 2019  
AGENDA**

- I. Introduction/Agenda**
- II. SimChart**
- III. Curriculum Organization / Theory vs. Clinical**
- IV. ATI Transition**
- V. Open Forum**
- VI. Adjournment**

Minutes	May 22, 2019	12:00 p.m. to 3:00 p.m.	West Haven
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**Meeting called by** Linda Dahlin  
**Note taker** Ashley Pimenta

**Attendees** Linda Dahlin- Provost; Judy Scire- Director of Registrars/Compliance, Kim Hekkala- PN Day Lead, East Hartford; Lauren Kuzara- Campus Director, Waterbury; Carissa Iannucci- Assistant Programs Manager; Ann Cooper- Chief of Staff; Elizabeth James- Assistant Programs Manager; DeWayne Pryce, East Hartford Campus Director; Allison Williams- Assistant Programs Manager; Kevin Mooney- PN Program Manager East Hartford; Cheryl Miller; Day Lead Instructor WH; Denise Cortegiano- East Hartford Clinical Supervisor; Dennis Fitzgerald- Waterbury Clinical Supervisor

DISCUSSION TOPICS
<ul style="list-style-type: none"> <li>• <b>After introductions</b>, a few announcements were made. Donna Jones, Program Director in West Haven, resigned due to personal reasons. We all wish her well in the future. Also, after 40 years, Louise Pellitier has decided to retire.</li> <li>• Linda Dahlin- Provost, thanked everyone again for all of their hard work regarding the ABHES Visit. Dewayne in turn, thanked Linda, for all her leadership she provided for all three campuses throughout the process.</li> <li>• <b>SimChart</b>: after a great presentation from Elsevier with many resources for our students, we will be implementing this before the students go into SUR112. Kevin's thoughts are putting this into the introduction of FUN102 and LAB101. Everyone agreed. This change will be added to the SUR112 Syllabi by Kim Hekkala.</li> <li>• <b>Curriculum Organization 1018E Theory vs. Classroom</b>: With the new curriculum, it has been noticed that there is no "end of semester" between theory and clinical. A concern at all three campuses, how does it work when a student fails a class, but still goes to clinical. We have students moving forward, that should not be. Everyone was asked to come up with a few solutions and ideas, and separate meeting will be held, to look at the schedule, and see when to start and stop students who are progressing.</li> <li>• <b>ATI Transition</b>: Stone Academy is transitioning from HESI back to ATI, and the following schedule is as follows per Campus: WATERBURY 1018 D will continue with HESI, as they have only paid for what they have used. The 1018E group will transition from HESI to ATI. Moving forward all new cohorts will be utilizing ATI. EAST HARTFORD; the 618D group will finish with HESI, 119D group will transition to ATI along with the 1018E group. WEST HAVEN; the 618D group will finish with HESI, 119D group will transition to ATI along with the 1018E group.</li> </ul> <p>Linda has reviewed all classes offered through ATI. SEM102 syllabi needs to be updated, reflecting the HESI score of 850 and the ATI score is 70.9 which is a 90% prediction pass rate.</p>

- **OPEN FORUM:** Waterbury Campus had 6 nurses of all levels come in to speak to the students in a panel discussion. The students LOVED it and the other two campuses are going adopt the idea to do the same in the upcoming months. East Hartford will be hosting a Health and Wellness and Career Fair. This event will be open to both the community member, Advisory Board Members, and family members.

A friendly reminder, that if anyone gets an email from any publishing company, you are asked to forward the email over to Linda.

Linda shared that all three campuses clinical packets need to reflect each other. She has gone through each packet, and helped clean them up to look more professional, and utilizing less paper. Denise shared that clinical packets for the new Curriculum are now obsolete. A meeting will be set up as soon as possible to review the information.

Ann Cooper shared that she will be working on a payroll project, and will be reaching out to the campuses for help.

**NEXT MEETING: To be announced**

[Click to Select Date]

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**Practical Nursing Curriculum Meeting  
Waterbury Campus  
March 8, 2019  
AGENDA**

- I. Introduction/Agenda**
- II. Review of Minutes**
- III. Electronic Health Record Integration**
- IV. Upcoming ABHES visit**
- V. ATI vs. HESI**
- VI. Clinical Site Viability Study**
- VII. Adjournment**

Minutes	March 8, 2019	9:00 a.m. to 12:00 p.m.	Waterbury
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<b>Meeting called by</b>	Linda Dahlin
<b>Note taker</b>	Tara Brunetti
<b>Attendees</b>	Tara Brunetti, Waterbury Administrative Assistant; Denise Cortegiano, East Hartford Clinical supervisor; Linda Dahlin, Provost; Meagan Guise, East Hartford Evening Lead Instructor; Kim Hekkala, East Hartford Lead Instructor; Carissa Iannucci, East Hartford Assistant PN Program Manager; Liz James, Waterbury Assistant Program Manager; Donna Jones, PN Program Director; Terry Kinsley, Waterbury PN Program Manager; Lauren Kuzara, Waterbury Campus Director; Cheryl Miller, West Haven Lead Instructor; Kevin Mooney, East Hartford PN Program Manager; DeWayne Price, East Hartford Campus Director; Allison Williams, East Hartford Assistant Program Manager

**DISCUSSION TOPICS**

**Introductions**

- Congratulations to Donna Jones our new PN Program Director.
- Welcome to Cheryl Miller, West Haven Lead Instructor; and Meaghan Guise, East Hartford Evening Lead Instructor.
- Everyone introduced themselves and said something positive.

**Review of previous curriculum meeting minutes**

- Minutes reviewed by all and approved.
- Review of action items from previous meeting and status update
  - Presenter for classroom management in-service.
    - Linda has spoken with Elsevier and McGraw Hill. Program Managers need to reach out to Linda with dates to schedule at each campus
  - Terry has an instructor Julie Dumont working on a FERPA in-service.
  - Syllabi updates
    - They are 80% complete. Once finished they need to be sent to Judy Scire for compliance. Then they can be put on the R drive.
    - Kim will check with Judy Scire to confirm that total outside hours approved by ABHES.
    - MED Term book – Stay with Exploring Medical Language

**Electronic Health Record integration into SUR 112**

- Terry suggested SimChart. Elsevier has books that go with SimChart.
- Kevin suggests using SimChart to document at the clinical site.
- Kim suggests introducing SimChart before SUR 112, possibly start in Funds
- Denise suggests having a technology fee for the students. Linda asks Denise to propose a plan to present. Denise is open for any input.
- Kevin asked about creating Stone Student email accounts.
  - Linda noted it is being discussed with corporate

- Engrade will be going away June 2019. Joe is working on upgrading Diamond D to the cloud based version as a replacement.

### **ABHES**

- Preparation for visit
  - Linda discussed the upcoming ABHES visit, which will be April 16-17 in EH; April 18-19 in WB; and April 29-30 for WH.
  - Each campus should continue to work on the following items required by ABHES:
    - Create a committee including the PN Program Manager, Campus Director, Vocational Program Manager, PCS lab instructors, as well as new staff.
    - Make a list of needs
    - Make sure cabinets are locked and labeled
    - It is very important to use PN and not LPN. All items should be labeled with PN. Items such as business cards, name plates, and desk plates will need to be changed. Items should be submitted right away to Linda to allow for enough time to get items.
    - It is very important to remind faculty that doors should be open during the visit. Have them talk about the visit with students. ABHES is very student focused and will speak to students.
    - No vacations should be scheduled during the visit.
    - Each campus should have an active list of their clinical sites. ABHES will choose one at random to visit.
    - Demian will be doing an unofficial audit.

### **ATI vs. HESI**

- Kim's concerned about what to do if a student fails the HESI exit exam twice. According to Elsevier all students will pass on the second attempt. Linda suggests purchase a code to enter if needed.
- HESI exit exam cannot be reopen more than twice. ATI can be reopen easily, if needed.
- In order to assess HESI, we need to review the exit exam scores of students who have used HESI throughout their program. The first cohort to do that will be taking their exam mid-April in EH.
- Kevin not sure about ATI; adaptive quizzing didn't look as robust as HESI
- Consensus is that we are leaning toward ATI but will wait on more data before making a decision.

### **Clinical Site Viability Study**

- Denise thinks Anne Cooper has a form. She will check.
  - Send to Program Manager, Campus Director, Linda, and then to Judy Scire.

### **Action Items**

1. Prepare Clinical Site list for ABHES (all)
2. Update onboarding schedule, make changes then resubmit. (Lauren)
3. Proposal plan for Technology fee (Denise).
4. List of needs for labs. (All)
5. Contact Anne Cooper regarding Clinical Site Viability Study (Denise).
6. Revisit homework percentage (Kim).

**Next Meeting**  
After ABHES visit.



**Practical Nursing Curriculum Meeting  
West Haven Campus  
January 25, 2019  
AGENDA**

- I. Introduction/Agenda**
- II. Review of Minutes**
- III. Upcoming ABHES visit**
- IV. Staff Onboarding and Classroom Management**
- V. Exit Exam Process**
- VI. Clock to Credit Reentries**
- VII. Curriculum Updates**
- VIII. Adjournment**

Minutes	January 25, 2019	12:00 p.m. to 2:00p.m.	West Haven
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<b>Meeting called by</b>	Linda Dahlin
<b>Note taker</b>	Lauren Kuzara
<b>Attendees</b>	Denise Categiano, Clinical Supervisor; Linda Dahlin, Provost; Kim Hekkala, East Hartford Lead Instructor; Carissa Iannucci, West Haven Assistant PN Program Manager; Liz James, Waterbury Assistant Program Manager; Donna Jones, East Hartford PN Program Manager; Terry Kinsley, Waterbury PN Program Manager; Lauren Kuzara, Waterbury Campus Director; Chandra May, West Haven PN Clinical Supervisor; Kevin Mooney, PN Program Manager; Holly Mulrenan, PN Program Director; DeWayne Price, East Hartford Campus Director; and Allison Williams, Assistant Program Manager

<b>DISCUSSION TOPICS</b>
<p><b>Review previous curriculum meeting minutes</b>  <b>Minutes reviewed</b> by all and approved.</p>
<p><b>ABHES Preparation</b>  Linda discussed the upcoming ABHES visit, which will be April 16-17 in EH; April 18-19 in WB; and April 29-30 for WH</p> <p>Linda, Lauren and DeWayne are working on gathering the information for binders as required by ABHES. Each campus should begin to work on the following:</p> <ul style="list-style-type: none"> <li>Create committees to work on classroom clean-up, bulletin boards, review books and periodicals in the resource room to verify they are less than three years old, lab items properly labeled, items in working condition, no expired products, etc.</li> <li>ABHES Student Satisfaction survey will be given out during the visit. Please be sure staff and faculty review it prior to the visit. (link attached below)</li> </ul> <p><a href="https://www.abhes.org/assets/uploads/files/On-Site_Student_Satisfaction_Survey.doc">https://www.abhes.org/assets/uploads/files/On-Site_Student_Satisfaction_Survey.doc</a></p> <ul style="list-style-type: none"> <li>Review employee files. Demian will be doing a final review prior to visit.</li> <li>All faculty must update ABHES Data Form and provide proof of in service/prof. dev.</li> <li>No vacation time will be approved during the visit</li> <li>Remind faculty that doors will remain open to classrooms during the visit</li> <li>A clinical site will be visited</li> </ul>

ABHES will meet with faculty and students in both the day and evening

### **Staffing: Onboarding & Classroom Management**

Donna discussed the importance of having new instructors shadow and be familiarized with all policies. She also introduces new teachers to the students. The Lead and Program Manager help the new instructor to create a Week-to-Week.

Terry has put together an onboarding checklist. She provides teachers with a copy of the test policy, syllabus, handbook, civility contract lesson plan, discussion of classroom management, and a handout about how to start and end a class.

Holly suggested the team created a similar onboarding checklist for clinical faculty.

Allison noted it was important to familiarize new faculty with the administrative support available to them.

Linda brought up the idea of having one lead instructor at 40 hours who bridges the day and evening program. EH would like to continue with two leads. WH and WB will try the 40-hour bridge lead.

A discussion was held regarding the teaching load of the Lead Instructor. Most agreed that their teaching time should be limited to only one class maximum. A course such as SEM110 was suggested.

Lauren and DeWayne suggested having an in-service presenter on classroom management. Denise suggested having a profession development day or days where all faculty could attend. Linda noted that McGraw and Elsevier have subject matter experts who could present on classroom management.

### **Exit Exam Process**

There is a new form on the R drive that details the process for the student.

The process of credentialing is tracked by the program manager. They check the CT website to see if students have passed the exam. The PM follows up with students to see if the test has been taken or if it needs to be scheduled if they do not appear on the credentialing website. Students are also strongly encouraged to report their test results to the PM.

Holly noted that credentialing results need to be report to the Board of Health. The reporting time frame is from May 1 to April 30. The pass rate must be no less than 80%.

### **Re-entry from Clock to Credit**

It was clarified that the reentry report is updated by the Assistant Program Manager.

A cross reference guide for clock to credit is located on the R drive.

### **Curriculum Follow Up**

Kim presented updated syllabi. The week-to-weeks and out-of-class hours need to be added.

Terry wanted to know if we needed to add presentations as a category for grading in FUN. It was agreed that a presentation could count as a test if it was approved by the Program Manager. It would need to have a comprehensive rubric.

The updated syllabi will not be posted on the R drive until the Week-to-Weeks and Out-of-Class pages have been created.

**Other**

Linda discussed Elsevier's contract offer and asked for feedback. Kim suggested we wait until we can evaluate student outcomes from students who have used HESI. All agreed.

It was agreed that we would adopt adaptive quizzing rather than workbooks in Fundamentals, Med. Surg, and Pharmacology.

Reminder: Clinical attendance must be handing in daily!

**ACTION ITEMS**

1. Terry will share the onboarding checklist with Donna, Kevin, and Linda. Once they review and add/edit the document, Linda will send it to Judy S. for compliance review.
2. Dr. May and Denise will create a clinical onboarding checklist.
3. Linda, Lauren, and DeWayne will discuss the clinical instructor class load at the next Leadership meeting.
4. Linda will look into presenters for classroom management in service from Elsevier and McGraw Hill
5. Kim, Terry, Donna and Kevin will meet at 10AM in EH on February 5 to work on the Week-to-Weeks and Out-of-Class breakdowns
6. Dr. May & Denise will work on the clinical Out-of-Class breakdowns
7. All PN members in attendance will review new Med Term book to decide if it should replace Elsevier text

**NEXT MEETING**

March 8, 2019 in Waterbury at 9AM to be confirmed by Linda



**Practical Nursing Curriculum Meeting  
Waterbury Campus  
October 15, 2018  
AGENDA**

- I. Introduction/Agenda**
- II. HESI vs. ATI**
- III. COM 110 & 111 Syllabi Updates**
- IV. Curriculum Updates**
- V. Adjournment**

Minutes	October 15, 2018	12:00 p.m. to 3:00 p.m.	Waterbury
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Meeting called by	LPN Program, Stone Academy
Note taker	Lauren Kuzara, Waterbury Campus Director
Attendees	Elizabeth Begley, Ann Cooper, Linda Dahlin, Carissa Iannucci, Lauren Kuzara, Kevin Mooney, Holly, Mulrenan, Allison Williams
	Absent: Liz James, Donna Jones

**DISCUSSION TOPIC: HESI vs ATI**

- Linda and the corporate team are going to decide whether to continue with HESI or revert back to ATI when the HESI contract is up at the end of the year.
- For now, all campuses will continue with HESI.

**DISCUSSION TOPIC: COM 110 & 111 Syllabi**

- The syllabi for COM110 and COM111 will be updated to remove references to medical terminology as that will now be covered in MED100. Liz and Lauren will update the syllabi and submit to Judy.

**DISCUSSION TOPIC: New Curriculum**

- Students who fail a course will be able to move forward in their program, provided the failed course is not a prerequisite. When the failed course is offered again, the repeated course will be scheduled as a priority over other courses.
- Although MED100 is not a prerequisite to SCI110, anyone who fails MED100 will be monitored as At Risk.
- FUN102 will be a prerequisite to CLN101. Kevin will update the syllabus and submit to Judy.
- There is a conflict in the day schedule on Week 5 of Semester 2 due to a prerequisite course. Allison will address the scheduling issue.
- There is a conflict in the evening schedule from Week 20-30 due to a prerequisite course. Allison will address the scheduling issue.
- SUR102 will be a prerequisite to CLN104. Kevin will update the syllabus and submit to Judy.
- The question came up of whether a student who failed a course could continue to take a full course load and also retake the failed course at the same time on the opposite schedule. For example: A FT day student fails one course that is not a prerequisite for any other courses. She continues to take FT day courses; could she also re-take the failed course in the evening?
  - Financial aid will need to be consulted.
- The Board of Nursing still requires that attendance be monitored and tracked. The only change in attendance with the credit hour program is that it will no longer need to be tracked in Diamond D for financial aid purposed. However, instructors will need to put attendance into Engrade daily and hand in attendance sheets to the PN administrator who will track accurate attendance in an Excel spreadsheet.

- The last two weeks of the evening schedule has their hours adjusted to allow time for exit testing and HESI. Allison will adjust the schedule.

**NEXT MEETING**

- TBA



**Practical Nursing Curriculum Meeting  
West Haven Campus  
September 7, 2018  
AGENDA**

- I. Introduction/Agenda**
- II. Curriculum Updates**
- III. Attendance Tracking & Engrade**
- IV. Surveys**
- V. Open Forum / Miscellaneous**
- VI. Adjournment**

# LPN Curriculum Meeting

## MINUTES

SEPTEMBER 07, 2018 09:00AM

WEST HAVEN CAMPUS

MEETING CALLED BY	LPN Program, Stone Academy
TYPE OF MEETING	LPN Curriculum Meeting
PRESIDING	Linda Dahlin, Provost
NOTE TAKER	Allison Williams, LPN Program Manager Assistant
ATTENDEES	Linda Dahlin, Provost; John McKittrick, WH School Director; Desiree James, EH School Director; Kevin Mooney, EH Program Manager; Marjorie Lucas, WH Program Manager; Carlissa Iannucci, WH Program Manager Assistant; Allison Williams, EH Program Manager Assistant; Holly Mulrenan, WH LPN Program Director; Lauren Kuzara, WTBV School Director

Meeting called to Order at 9am by Linda Dahlin, Provost

### Agenda topics

#### DISCUSSION | Schedules: New Curriculum Status

- The evening schedules are still being checked out with Judy, Julie and Ann- Making sure courses are running a certain way and works with funds being pulled
- Allison is meeting with Ann Monday or Tuesday to work on the schedules and finish up to have by Thursday
- Holly noticed on the day schedule that it was supposed to be 8-3P and it is showing 8-2:30. The evening is still 5-10P and the Saturdays should be 8-4P
- The format of the schedule is pretty much the way it should stay
- Issue with Fundamentals running across two semesters so now that the lab runs across two semesters, are they running fundamentals concurrently with clinical? Fundamentals was supposed to be a pre-req for clinical. Holly agrees.
- Can't have classes run across semesters. Sometimes they MIGHT have to, but to avoid it as much as possible.
- Move the second math and second English into the second semester
- Does Life Science run across two semesters? Shouldn't happen either.
- They cut down lab time and we use 10 labs now and they are fully used and needed
- What teachers do we need? Kevin wanted to steal the vocational teacher who teaches the med term now since it is the same class.
- MED110 should be MED100?
- When does FUNS start for evening? – Regarding hiring and when we would need people
- The concerns of the schedules coming out last minute for us to struggle find staffing and it ends up hurting us in the long run. We end up scrambling and splitting classes with instructors due to getting the schedules to us last minute. It is imperative that we have the schedules ahead of time.
- The goal is to map it out for the year so we have them ahead of time.
- Life Science 15 days with a 6 hour day is 90 hours, so Life Science does carry over to the next semester according to this schedule?
- Okay with PHA class being pushed out a little
- Judy, Julie, and Linda created the transfer of credits from the old curriculum to the new curriculum for students who re-enroll. Given to Holly, Marjorie, and Kevin to review.
- If there are any questions regarding re-enrolls the people to answer the questions would be Linda, Julie, and Judy.
- How to present it to students in the current curriculum, the changes in the new curriculum when they re-enroll.
- How does financial aid get affected for the students who were clock and moving to credit classes- this has been a conversation and Judy and Julie are working on it.

#### DISCUSSION | Engrade- Attendance Tracking

- Everyone is on board with this tracking process- having the teachers input the attendance into engrade before handing in the attendance sheet. Agreed to remove the AP check.
- The attendance is something students had an issue with not having their hours and now we can speak to making this a change and in the PEP.
- Kevin and Denise talking about adding in Clinical Attendance in engrade
- Allison to review with Kim how it went this week and send an email to everyone in the room as follow up.
- Official starting tracking attendance in engrade for 10/1 starting only with Theory.
- Admin to maybe input the clinical attendance into engrade
- Any complaints we get share them as well.

#### DISCUSSION | Surveys

- Admissions concerns being addressed by Demian and Alex
- Microwaves came up for both campuses- student lounge in EH doesn't allow for any more plugs Circuit issue. Linda will have conversation with Frank and Ted regarding that.
- Another big concern was provide more classroom management training for instructors. Stated that the Leads position is very important for this resource. They can't sit and not be working but when the leads have to teach as much as they are being made to right now. It doesn't allow them the time to lead, mentor, supervise, and help.
- Suggesting 15 hours in classroom and 15 hours in admin. If we want to retain staff and faculty we need to give the teachers more support. Holly thinks 50/50 is still too much teaching time. The new teachers need the support of the lead to create the tools to be a good teacher.
- Having the leads flex their time as well. When they aren't needed as much they can teach more. By retaining more staff it will only allow us to be more successful.
- Teacher Morale- Teachers who get their masters within the 4 years and put in the paperwork to receive their pay increase- expediting this process- Linda to follow up.
- Tutoring at each campus- EH has student work study tutor and teachers do a lot of extra teaching. Terry was doing tutoring when she first started but is teaching classes now. Marjorie asked if she could use her LPN's as tutors- she will reach out.
- Med Surg- having different teachers teaching different topics. Only happened once with coverage. Let students know what is happening in a positive way.
- Linda and Marjorie to meet about the staffing issues in WH
- Unprofessionalism with administrative assistants- Campus directs to pay attention to administrative assistance. That we want to minimize the talking that goes on at the front desk area
- How to let the students know the changes we have made off of the surveys- Put a bulletin board up saying "You said, we heard" and explain the changes. If we do actual physical changes like painting new ac units etc and the bulletin boards, the students will be aware.
- All these changes will help survey responses go up.
- Keep putting tickets in regarding issues and follow up with Linda.

#### DISCUSSION | Misc.

- Pinnings- Let Linda know the dates of the pinnings. She will be a guest.
- BSM accelerated issues
- Work Study students- utilize them
- SER and PEPS exhibits- Mock ABHES visits we all go to each campus and audit each other. January/February time. Because ABHES is coming February to May. Online resources that are available John to take a picture and send it to Desiree and Lauren. Look at Lauren's SER because the online resources they have a lot of them.
- Badges- September 10<sup>th</sup> is the deadline for all faculty and staff to have them. A week after everyone should be wearing them. Once faculty and staff are done they are going to work on the students.
- Graduation- It is no longer vocational graduation and it is very important that the nursing students are there. Do all that you can to get them there. Encourage campus director and the program managers to attend the other campus's graduations. Make sure you are encouraging your faculty and staff to attend. Total grads for each campus to be sent to Linda.
- Maybe meet right before the October start to touch base.
- New Appeals Process- Follow up with Judy- new appeal process is it on the R drive? Wait for the email. Linda will follow up and email out.



## **LPN Curriculum Meeting Agenda**

**July 20, 2018**

1. Schedules (Ann Cooper)
  - New Curriculum Status
  
2. Review of topics from last meeting:
  - Math class in the new curriculum is called PHA – instructor issue/ABHES
  - SEM101-New Curriculum
  - Simplification of the BSM grading-final follow-up
  - Addition of EAQ to syllabi
  - Clinical Make-Up fee
  - Attendance Appeals
  - Clinical Hour Change
  - Re-Entry Policies
  - Current curriculum re-enters coming back to new curriculum
  
3. Closing Statements/Questions
  - Greenlight contract status

# LPN Curriculum Meeting

## MINUTES

JULY 20, 2018

10:00AM

WEST HAVEN CAMPUS

<b>MEETING CALLED BY</b>	LPN Program, Stone Academy
<b>TYPE OF MEETING</b>	LPN Curriculum Meeting
<b>PRESIDING</b>	Marjorie Lucas, LPN Program Manager
<b>NOTE TAKER</b>	Melissa Peterson, LPN Program Manager Assistant
<b>ATTENDEES</b>	Linda Dahlin, Provost; John McKittrick, WH School Director; Desiree James, EH School Director; Kevin Mooney, EH Program Manager; Marjorie Lucas, WH Program Manager; Melissa Peterson, WH Program Manager Assistant; Kim Hekkala, EH Eve Lead Instructor; Allison Williams, EH Program Manager Assistant; Deb Detrick, EH LPN Program Director; Holly Mulrenan, WH LPN Program Director; Denise Cortegiano, EH Clinical Supervisor; Terry Kinsley, EH Eve Lead Instructor; Judy Scire, Director of Registrar and Compliance

Meeting called to Order at 10am by Marjorie Lucas, LPN Program Manager, Stone Academy West Haven

### Agenda topics

#### DISCUSSION Schedules: New Curriculum Status

- Schedules have not been processed yet. Some classes may overlap
- The concern is that funding won't come out correctly
- Trying to figure out how to get the most out of funding, trying to keep cash pay as low as possible
- Payment period will be starting at the same time which makes it complicated
- No longer drawing funds based on attendance; but will continue to track through Diamond D, only track on spread sheet
- Clinical will start at 7:00 and end at 2:00. Saturday's are 7:00-3:00. Admissions has already been promoting this
- Clinical Supervisor will have to let each site know about this new change
- Discussed the possibility of teaching test-taking strategies and how to skim the book in SEM 101 to help students
- Discussed teaching soft skills in SEM 101
- Linda will discuss with Demien and Alex about having Admissions really explain the program to students. Making sure they know what they're getting themselves into
- Discussion of having higher standards of incoming students
- BSM faculty does not need to be a licensed nurse. Management will be overlooking them.
- Math class in new curriculum will be called PHA

#### DISCUSSION Waterbury Campus Update

- Opening in Waterbury for LPN Program Manager
- Currently interviewing
- Demien and Lauren got promoted
- Currently interviewing for Vocational Program Manager

#### DISCUSSION At-Risk Reports

- Important to remember to count each student once
- Should have an understanding of who is falling and why they are falling
- If falling is due to personal reasons, direct them to Louise Pelletier
- Should document and keep the Campus Director informed for reasons why students withdrawal

#### DISCUSSION Onboarding of new Instructors

- Provide a better orientation for new instructors
- Having Leads mentor them in the beginning
- Having stability in the classroom
- Holly mentioned that CLN offers a course for clinical faculty for a fee. Helps with onboarding, and retention of staff.
- Discussed possibility of sending supervisors and clinical staff to that course

**DISCUSSION** Books

- Career Development book will be used in the beginning and the end
- Decided to get rid of the old book
- Book changes- as long as Marjorie and Kevin are in agreement that's fine

**DISCUSSION** Addition of EAQ to syllabi

- Make career services an objective in Syllabi
- Trying to get standardized week to weeks
- Simplification of BSM- the weights have changed. Signa will upload in R-drive today
- Judy will email this to Program Managers and Leads
- Instructors will need to be informed of change
- More Adaptive Quizzing based on the books students are using in class

**DISCUSSION** Clinical Make-Up fee

- Will be discussed on the next Wednesday meeting
- Approved but not official, fee will be lower

**DISCUSSION** Attendance Appeals

- Linda, Deb, and Holly will be meeting after curriculum meeting to discuss this
- Documentation is essential
- Before the student withdrawals, Program Manager's need to document any behavior issues in Diamond D.
- Dwayne came up with process that we must use with re-enter students. It is on the R- Drive

**DISCUSSION** New Curriculum Books

- Judy, Holly, and Linda will talk more about this
- Want to make sure the books match the material that will be taught

**DISCUSSION** Open Forum

- Discussed best practices to help increase NCLEX rate
- Offering HESI reviews after the exit exam
- Remediation for students to sign up and guide themselves to take version 2 and also take adaptive quizzing
- Greenlight contract status- never got implemented

**NEXT MEETING(S)** In August. Date TBD

**ADJOURNED** At 12:10p.m.

**SPECIAL NOTES** Respectfully submitted, Melissa Peterson, LPN Program Manager Assistant, WH

# Curriculum Meeting

March 26, 2018

## Agenda

1. Introduction
2. Previous meeting minutes
3. Opening Remarks Linda Dahlin/John McKittrick
4. Exit Exam/Remediation
5. Change the BSM grading matrix to more closely reflect the rest of the nursing classes (Lynze)
6. How are we going to integrate HESI and EAQ into the curriculum?
7. EAQ/HESI access
8. To what extent should the syllabi reflect EAQ?
9. Which classes should include Nursing Process?
10. The time constraints with the class splits (first class has less time than second class (Lynze)
11. Medication learning throughout the program.
12. Combination of classes in a semester.
13. New Curriculum (Clinical/lecture)
14. Appeals Process.
15. Clinical Instructor Certification (Connecticut League of Nursing)
16. Clinical Packets/Clinical Schedule & duration
17. Other Business

# LPN Curriculum Meeting

## MINUTES

MARCH 26, 2018

10:00AM

WEST HAVEN CAMPUS

MEETING CALLED BY	LPN Program, Stone Academy
TYPE OF MEETING	LPN Curriculum Meeting
PRESIDING	Virginia King, LPN Program Manager
NOTE TAKER	Carissa Iannucci, LPN Administrative Assistant
ATTENDEES	Linda Dahlin, Corporate Director of Academic Affairs; John McKittrick, WH School Director; Kevin Mooney, EH Program Manager; Virginia King, WH Program Manager; Melissa Peterson, WH Program Manager Assistant; Kim Hekkala, EH Eve Lead Instructor; Marjorie Lucas, WH Day Lead Instructor; Lynze Kapp, WH Eve Lead Instructor; Dorcia Strong, WH Clinical Supervisor; Allison Williams, EH Program Manager Assistant; Carissa Iannucci, WH LPN Administrative Assistant

Meeting called to Order at 10am by Virginia King, LPN Program Manager, Stone Academy West Haven

### Agenda topics

DISCUSSION	Exit Exam/Remediation
	<ul style="list-style-type: none"> <li>• Would it be possible for the third ATI exam testers to get the "green light" in VATI to take the NCLEX?</li> <li>• John suggested having the students complete VATI after the second exit exam in order to get the "green light" to take the NCLEX rather than taking the exit exam for a third time</li> <li>• 12 weeks should be plenty of time for the students to complete their VATI</li> <li>• Linda will present to Joe</li> </ul>
DISCUSSION	Change the BSM Grading Matrix
	<ul style="list-style-type: none"> <li>• Instructors are finding it difficult to make sure there are enough assignments for each category</li> <li>• Kevin suggested having the same grading matrix as nursing classes</li> <li>• Linda agreed to review the syllabi for English and Math</li> <li>• Lynze mentioned how the students find it difficult to have Fundamentals and Life Science together – Introduce Life Science in BSM module?</li> <li>• Kim recommended that English Instructors should introduce medical terminology and anatomy in their class</li> <li>• Linda suggested having the Day and Evening Leads speak to the classes in the beginning of the program for the next few starts to talk about medical terminology and anatomy</li> </ul>
DISCUSSION	EAQ/HESI Access
	<ul style="list-style-type: none"> <li>• Both students and instructors are having difficulties with HESI</li> <li>• EAQ is still on back order</li> <li>• Unlike ATI, there is no way of monitoring students completing their skills with HESI</li> <li>• There are no physical assessments in the skills module</li> <li>• There is not enough instruction for instructors to learn HESI</li> <li>• Adaptive Quizzing and HESI are two different purchases – Are books to be ordered separately?</li> <li>• Linda will reach out to Ginny Doyle to discuss</li> </ul>
DISCUSSION	Nursing Process
	<ul style="list-style-type: none"> <li>• Nursing Process should be included in the syllabus for Fundamentals</li> <li>• Linda will present</li> </ul>

<b>DISCUSSION</b>	<b>Time Constraints with Class Splits</b>
	<ul style="list-style-type: none"> <li>• First scheduled class has a ten minutes grace period; students come in late, missing lecture time</li> <li>• Lynze suggested changing the dinner break between classes</li> <li>• No changes need to be made; It is the student's responsibility to arrive to class on time, missing lecture is a consequence of tardiness</li> </ul>
<b>DISCUSSION</b>	<b>Medication Learning Throughout the Program</b>
	<ul style="list-style-type: none"> <li>• Students would like to learn more about medications before Pharmacology begins</li> <li>• Linda suggested going over medications in Math</li> <li>• In Pharmacology, it should be stressed to the students the categories of medications</li> <li>• Kevin has created lists of what medications should be reviewed in each level of Med Surg – He will share with the WH Campus</li> </ul>
<b>DISCUSSION</b>	<b>Appeals Process</b>
	<ul style="list-style-type: none"> <li>• Students are not in class for the required amount of hours</li> <li>• The same students keep appealing; missing a lot of lecture</li> <li>• Need to get a better understanding of what should be acceptable documentation for an appeal</li> <li>• Instructors need to reiterate the policy to their students</li> <li>• Linda will present to Joe</li> </ul>
<b>DISCUSSION</b>	<b>Clinical Instructor Certification</b>
	<ul style="list-style-type: none"> <li>• The Connecticut League of Nursing encourages instructors to complete a course for professional development</li> <li>• Not mandatory</li> </ul>
<b>DISCUSSION</b>	<b>Clinical Packets/Clinical Schedule &amp; Duration</b>
	<ul style="list-style-type: none"> <li>• Continue scheduling Clinical III until the new curriculum is in effect</li> <li>• Dorcia will meet with Denise and go over the contents in the clinical packets</li> <li>• Marjorie requested that we add NCLEX approved lab values and medications into the packets</li> </ul>
<b>DISCUSSION</b>	<b>Open Forum</b>
	<ul style="list-style-type: none"> <li>• Kim suggested we bring back the Diagnostic &amp; Lab Test Reference Book and that the NCLEX-PN Review Book be given in the first semester</li> <li>• Kim recommended ordering "Growth and Development" for Wellness</li> </ul>
<b>NEXT MEETING(S)</b>	To be discussed
<b>ADJOURNED</b>	At 12:45p.m.
<b>SPECIAL NOTES</b>	Respectfully submitted, Carissa Iannucci, LPN Administrative Assistant, WH



**Practical Nursing Curriculum Meeting  
West Haven Campus  
May 18, 2017  
AGENDA**

- I. Week-by Week Alignment**
- II. Testing Policy Revisions**
- III. Maternity Curriculum Updates**
- IV. Grade Weights**
- V. Future Curriculum Planning**
- VI. New Business**
- VII. Adjournment**

# LPN CURRICULUM MEETING

## MINUTES

MAY 18, 2017

10:00 AM

WEST HAVEN CAMPUS

<b>MEETING CALLED BY</b>	LPN Program, Stone Academy
<b>TYPE OF MEETING</b>	LPN Curriculum Meeting
<b>PRESIDING</b>	Linda Dahlin, Corporate Director of Academic Affairs
<b>NOTE TAKER</b>	Kayla Durdan- LPN Administrative Assistant EH
<b>ATTENDEES</b>	Joe Bierbaum, President; Linda Dahlin, Corporate Director of Academic Affairs; Deb Detrick, EH Program Manager; Ann Cooper, EH Program Manager Assistant; Denise Cortegiano, EH Clinical Supervisor; Kevin Mooney, EH Day Lead Instructor; Kim Hekkala, EH Evening Lead Instructor; Kayla Durdan, EH LPN Administrative Assistant; Virginia King, WH Clinical Supervisor; Desiree James, WH Campus Director; Erika Parris, WH Day Lead Instructor; Kate Galambos, LPN Program Manager

Meeting Called to Order at 10 am by Deb Detrick, LPN Program Manager, Stone Academy

### Agenda topics

<b>DISCUSSION</b>	<b>Development of Cohesive Week-by-Weeks Aligned Between Both Campuses</b>
	<ul style="list-style-type: none"><li>• Look at curriculum from NCLEX testing plan</li><li>• Both EH &amp; WH departments have been working together to align week-by-weeks</li><li>• Spread out time for courses so hours are not so condensed</li><li>• Stone will begin surveying instructors within the next 12 months</li><li>• Desired outcome is consistency</li></ul>
<b>DISCUSSION</b>	<b>Revision of Test Taking Policy, Including Quizzes and Homework (K. Mooney / E. Parris)</b>
	<ul style="list-style-type: none"><li>• Erika saw a couple of issues with exam policy: quizzes should all be the same, the policy should be in tact</li><li>• Linda stated that every document needs to be approved from compliance to align with handbook</li><li>• Ann requested that the Director of Compliance or whomever finalizes any documents should send out an email attaching the document as an update and advise as to where it located/ can be found on the shared drive(s)</li></ul> <p>Decision was made that late homework will not be accepted and any papers handed in late will receive 10 points off per day (up to 3 days), otherwise a 0% is given for a grade.</p>
<b>DISCUSSION</b>	<b>New Maternity Curriculum</b>
	<ul style="list-style-type: none"><li>• No clinical hours needed for Maternity Clinical (pass/fail)- 73% or higher</li><li>• Students will receive 3 independent assignments and 1 clinical/on-site day</li><li>• Cost of mannequins – around \$400 for body portion, around \$1000 for full body.</li><li>• Joe mentioned Griffin Hospital for externship. We can utilize placement managers from both campuses to help.</li><li>• Rubric for grading is a work in progress</li><li>• Joe wants to see a Homecare Clinical down the road, the Board will ask who the clinical instructor is for Maternity Clinical Simulation course</li></ul>
<b>DISCUSSION</b>	<b>Grade Weighting</b>
	<ul style="list-style-type: none"><li>• Deb mentioned we should put the Final back to 20% of students grade, and tests/exams should be 60%, quizzes 10%</li></ul>
<b>DISCUSSION</b>	<b>Future Curriculum Planning</b>
	<ul style="list-style-type: none"><li>• The next meeting is June 28<sup>th</sup> in East Hartford- everything discussed in this meeting should be ready to be presenting at next meeting</li><li>• A Sub-committee will be created to create LPN curriculum</li></ul>

**DISCUSSION**    **New Business**

- Kate mentioned that ATI offers packages of products including a live review
- Linda wants to move forward with ATI and stop HESI
- Books orders need to be submitted to the Registrar 2 weeks before semester start-book list will be on R Drive and everyone will have access to it. Program Managers should be submitting book orders by semester, to the Registrar. From there, the Registrar sends it to Nicola (EH Admin Asst) and she creates a P.O. Which then goes to the Campus Director for Approval, then to Linda Dahlin for Approval and then finally to Eric Jay/Finance.
- 

<b>NEXT MEETING(S)</b>	May 18, 2017
<b>ADJOURNED</b>	At 1:15 pm
<b>SPECIAL NOTES</b>	Respectfully submitted, Kayla Durdan, LPN Administrative Assistant EH



**Meeting Agenda**

**08.17.2017**

- **Review of Previous Meeting Minutes: May 18, 2017**
  
- **ABHES Update**
  
- **Proposal LPN Curriculum Change**
  
- **Maternity-Newborn-Child**
  
- **Test Taking Policy**
  
- **Courses**
  - **Pharmacology**
  - **Book Information**
  - **Clinical Packets**
  
- **Evolve Training**
  
- **Program Alignment and Schedules**
  
- **Adjournment**

# LPN Curriculum Meeting

## MINUTES

AUGUST 17, 2017

10:00AM

WEST HAVEN CAMPUS

MEETING CALLED BY	LPN Program, Stone Academy
TYPE OF MEETING	LPN Curriculum Meeting
PRESIDING	Linda Dahlin, Corporate Director of Academic Affairs
NOTE TAKER	Carissa Iannucci, LPN Administrative Assistant
ATTENDEES	Linda Dahlin, Corporate Director of Academic Affairs; Joseph Bierbaum, President; John McKittrick, EH School Director; Ann Cooper, EH Program Manager Assistant; Kevin Mooney, EH Day Lead Instructor; Virginia King, WH Clinical Supervisor; Melissa Peterson, WH Program Manager Assistant; Kate Galambos, WH Day Lead Instructor; Kim Hekkala, EH Eve Lead Instructor; Holly Mulrenan, WH Director of Nursing; Deborah Detrick, EH Program Manager; Denise Cortgiano, EH Clinical Supervisor; Carissa Iannucci, WH LPN Administrative Assistant

Meeting called to Order at 10am by Linda Dahlin, Corporate Director of Academic Affairs, Stone Academy

### Agenda topics

#### DISCUSSION ABHES Update

- Accreditation until 2020

#### DISCUSSION Proposal LPN Curriculum Change

- Make BSM part of the nursing program rather than separate – Instructors from both campuses should meet
- Offer BSM tutoring
- Add med terminology to English
- Would be helpful to have Life Science earlier in the program
- Shouldn't allow advanced placement
- Need to incorporate more math in Pharmacology
- Should we change theory class times to 7:30am-2:30pm or 8am-3pm?
- Pre-requisites should be assigned
- LPN refresher course is being brought to the board

#### DISCUSSION Maternity – Newborn - Child

- Eventually clinical three will no longer be a maternity clinical
- For right now, still looking for sites to do maternity

#### DISCUSSION Test Taking Policy

- Should there be a limit on quizzes? – Cannot be made up
- Students should submit a "test appeal" depending on situation
- If a student chooses to do a makeup, they should be given a different test format
- If a student is more than 15 minutes late they can't take the test and have to make it up
- Can offer up to 5 pts of extra credit – allotted to whole class, make it substantial
- Leads should provide guidance to faculty

**DISCUSSION : Courses - Pharmacology, Book Information, Clinical Packets**

- Pharm - Passing grade changed to 73
- Order kits for students and instructors - Re-enrolls should pay for the kit
- Book Information - Diagnostic & Lab test reference book is no longer on syllabus - Order for Funds
- Success in Practical Nursing - New edition 8 in East Hartford
- NLEX-PN Review book should be used in Surg, Seminar J and Concepts - Order for Funds
- New edition of Funds book for everyone
- Register for Evolve and ATI the first day of Funds
- Journey Across the Life Span to be removed, use Funds and Nutrition book
- Will be introducing the Scantron in the future

**DISCUSSION Program Alignment and Schedules**

- Goal is to get East Hartford and West Haven on the same page

**NEXT MEETING(S)** } To be discussed

**ADJOURNED** } At 1:15pm

**SPECIAL NOTES** } Respectfully submitted, Carissa Iannucci, LPN Administrative Assistant, WH

**Stone Academy: LPN Department  
East Hartford and West Haven  
Curriculum Meeting**

**June 23, 2016**

**Agenda:**

- 1. Pharmacology Textbooks**
- 2. Pharmacology Course**
- 3. Evolve Plus Resources/ Course Tools**
- 4. Consolidating Publishers**
- 5. Electronic Textbooks**
- 6. Testing Strategies (Uniting EH and WH approaches)**
  - a. Including Math in each test**
  - b. Electronic vs Paper**
  - c. Test Bank concerns**
- 7. Other New Business**

# Stone Academy

## LPN Department Curriculum Meeting

(East Hartford and West Haven)

June 23, 2016 – 10 a.m.-11 a.m.

Conference Room, West Haven Campus

### Attendance:

Karyn Therrien, Elisabeth Johnson, Signe Lambertson, Judy Scire, Linda Dahlin, Peter Keast, Joe Bierbaum, Ken Zane, Carissa Iannucci, and Alex Cuevas.

Peter Keast began the meeting at 10 a.m.

### New Business:

- Pharmacology:

We are currently using Edmonds pharmacology textbook – looking to possibly switch to Clayton; Ms. Sullivan and Ms. Eckels reviewed the Clayton book, and they agreed that the Clayton book is better than the Edmonds book; everyone was in agreement to wait until after the current Pharmacology class finishes to switch; depending on the outcome, the evening class/end of August will be the first class to use the Clayton book.

It was discussed to possibly switch the final project to a lab final – “Practical Project”

Adjusting the grading weight to:

Tests	60%
Final	25%
ATI and Lab	10%
Homework	5%

Math (BSM) definitely helps students in their Pharmacology class.

It was noticed that students have more behavioral issues during challenging classes.

There was a discussion on using Evolve course tools for the instructors.

- Consolidating Publishers:

It was decided to look into finding books from Elsevier that we can use for Nursing and Health and Med Surg to have one bundle.

- Electronic Textbooks:

Concerns are as follows:

- can cause issues—harder to refer back to certain pages
- are liked and disliked by students—prefer the option

- Testing Strategies:

- It was discussed whether or not to add math into Med Surg testing
- Add own test questions to tests (certain percentage needs to be created by instructors) – test bank concerns
- Switch to paper tests – 2-5% select all questions
- West Haven campus tests usually consist of 33-50 test questions
- East Hartford campus tests usually consist of 50 questions
- Create 5 constant extra point questions on final—between all campuses

There being no further business, the meeting was adjourned at 11 a.m.

Respectfully submitted,

# AGENDA

**LPN Curriculum Meeting – Conference Room  
Thursday, March 24, 2016 – 2 p.m.-3 p.m.**

- I. Review Minutes
- II. Pharmacology Books
- III. 1800 Update
- IV. Simulation
- V. Lab Grades
- VI. Miscellaneous Items
- VII. Adjournment

**Stone Academy**  
**LPN Curriculum Meeting – Conference Room**  
**Thursday, March 24, 2016 – 2 p.m.-3 p.m.**

**Attendance:**

Carissa Iannucci, Connie Gibeault, Judie Fritz,, Gina Kolstad, Karyn Therrien, Linda Dahlin, Peter Keast, Judy Scire, Alex Cuevas, Carina Noyd, and Sue Grabowski.

The meeting began at 2 p.m. After the last minutes were approved as read, the New Business was discussed.

**New Business:**

1. **Pharmacology Books:** Ginny Doyle from Elsevier is sending new books for everyone to review.
2. **1800 Hour Update:** Could not be discussed until we have completed the 5-year plan in May.
3. **Simulation:** Peter said that to bridge over from LPN to RN there is the option to exchange simulation lab time. FA and scholarships should be available. He will discuss with St. Vincent's Hospital, Yale, and Gateway Community College.
4. **Lab Grades:** We should offer extra lab time after day classes and before evening classes.

Connie explained a technique they perform at the East Hartford campus. Students are given a scenario and assigned a mannequin. An instructor grades the student as he/she performs the scenario.

Students must pass skills module (ATI) before allowed in lab. Students could do their ATIs at home.

Connie suggested that Pharmacology skills should be graded, and everyone agreed.

5. **Miscellaneous Items:** Everyone agreed that the weight for BSM classes should be as follows:

Class Work	-	20%
Tests	-	50%
Homework	-	10%
Final Exam	-	20%

Textbook ideas for English class include the following:

- *I'm Still There*
- *American Nursing*

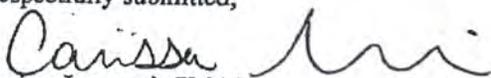
Instructors should incorporate movies in their classes. West Haven will pilot *The American Nurse*.

There was a discussion on cheating and plagiarism. A policy needs to be created regarding academic integrity. That policy should be stated in the Student Handbook. The topic of plagiarism should be added to the English syllabus.

**Adjournment:**

There being no further business, the meeting was adjourned at 2:40 p.m.

Respectfully submitted,

  
Carissa Iannucci, CMAS  
LPN Administrative Assistant, West Haven Campus

## **Criterion 3**

### **Revisions**



**Issued To: Lisa Palmer**  
**Parchment:**

**Record of:** Lisa Palmer  
**Current Name:** Lisa Palmer  
**Address:**  
USA

**Date Issued:** 17-JUN-2021  
**Date of Birth:** 09-OCT  
**Student ID:**

Course Level: Chamberlain Undergraduate  
First Enroll: 28-AUG-2017 Last Enroll: 01-SEP-2018  
Bachelor of Science  
Program : Nursing  
College : Chamberlain College of Nursing  
Campus : Online  
Major : Nursing - RN to BSN  
Concentration : No Concentration

Degree Awarded Bachelor of Science 01-SEP-2018  
PROGRAM : GPA: 3.87  
CUMULATIVE: Ehrs: 125.00 GPA: 3.87  
Program : Nursing  
College : Chamberlain College of Nursing  
Campus : Online  
Major : Nursing - RN to BSN  
Concentration : No Concentration  
Inst. Honors: President's Honors

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

201740 St Vincents College  
CCAP PROF Chamberlain Articulation Plan PR  
RELI 448N Comparative Religions TB  
Ehrs: 80.00 GPAHr: 0.00 QPts: 0.00 GPA: 0.00  
3.91

201740 Springfield College Ma  
ENGL 147N Advanced English Composition TA-  
HIST 410N Contemporary History TB-  
LTRE 421N Studies in Literature TC  
MATH 399N Applied Managerial Statistics TB  
RELI 1TR Religion Transfer TC  
Ehrs: 15.00 GPAHr: 0.00 QPts: 0.00 GPA: 0.00  
3.91

INSTITUTION CREDIT:  
\*\*\*\*\* CONTINUED ON NEXT COLUMN \*\*\*\*\*

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

Semester: Fall 2017  
Nursing - RN to BSN  
NR 351 Trans in Prof Nursing 3.00 A 12.00  
Nursing - RN to BSN  
NR 305 RN Health Assessment 4.00 A 16.00  
POLI 330N Political Science 3.00 B 9.00  
Semester: Ehrs: 10.00 GPAHr: 10.00 QPts: 37.00 GPA: 3.70  
Semester: Spring 2018  
Nursing - RN to BSN  
NR 443 RN Community Health Nursing 4.00 A 16.00  
Nursing - RN to BSN  
NR 447 RN Collaborative Healthcare 4.00 A 16.00  
PSYC 305N Motivation and Leadership 3.00 A 12.00  
Semester: Ehrs: 11.00 GPAHr: 11.00 QPts: 44.00 GPA: 4.00  
Semester: Summer 2018  
Nursing - RN to BSN  
NR 361 RN Info Systems in Healthcare 3.00 A- 11.25  
NR 439 RN Evidence-Based Practice 3.00 A 12.00  
Nursing - RN to BSN  
NR 451 RN Capstone Course 3.00 A 12.00  
Semester: Ehrs: 9.00 GPAHr: 9.00 QPts: 35.25 GPA: 3.91  
\*\*\*\*\* CONTINUED ON PAGE 2 \*\*\*\*\*

*Aileen McElisott*  
Signature Date  
17-JUN-2021  
Not considered official without Seal or Registrar's signature.



The Family Educational Rights and Privacy Act of 1974 (as amended) prohibits the release of this information without the student's written consent. An official transcript must include the signature of the registrar and the seal of the college or university. This document reports academic information only.



Record of: Lisa Palmer  
Current Name: Lisa Palmer  
Date Issued: 17-JUN-2021  
Date of Birth: 09-OCT  
Student ID: |

\*\*\*\*\* TRANSCRIPT TOTALS \*\*\*\*\*

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	30.00	30.00	116.25	3.87
TOTAL TRANSFER	95.00	0.00	0.00	0.00
OVERALL	125.00	30.00	116.25	3.87

\*\*\*\*\* END OF TRANSCRIPT \*\*\*\*\*

*Alley McEllis*

17-JUN-2021

Signature

Date

Not considered official without Seal or Registrar's signature.



*The Family Educational Rights and Privacy Act of 1974 (as amended) prohibits the release of this information without the student's written consent. An official transcript must include the signature of the registrar and the seal of the college or university. This document reports academic information only.*

# Chamberlain University

National Management Offices  
500 W. Monroe St., Suite 28, Chicago, IL 60661  
888.558.8226  
chamberlain.edu

For all transcript questions or requests, email [registrar@chamberlain.edu](mailto:registrar@chamberlain.edu)

## Historic Information

1889 – Evangelical Deaconess Hospital School of Nursing founded  
1981 – Deaconess College of Nursing (DCN)  
1958 – Deaconess Hospital School of Nursing  
2006 – Chamberlain College of Nursing (CCN)  
2017 – Chamberlain University (CU)  
2017 – Chamberlain College of Health Professionals (CHP)

### Degrees Awarded:

**College of Nursing:** The Diploma in Nursing was awarded until December 1991 and the Associate Degree in Nursing program (Associate of Science in Nursing degree in Columbus, Ohio and St. Louis, Missouri) was first awarded in 1990. The Bachelor of Science in Nursing degree was first awarded in 1985. The Master of Science of Nursing degree was first awarded in 2010. The Doctor of Nursing Practice degree was first awarded in 2014. Associate Degree in Nursing program (Associate of Science in Nursing (ASN) degree in St. Louis, Missouri): Graduates of the ASN program, May 1997 through May 1998, will have the nutrition hours requirements, under the Missouri Articulation Plan, distributed throughout the curriculum, which will be deemed equal to a 3-hour course. Beginning with the December 1998 graduates, a 3-hour course in Nutrition was required. Beginning in 2004, the Nutrition course was changed to a 2-hour course.

**College of Health Professions:** The Master of Public Health degree was first offered in 2017. The Master of Social Work degree was first offered in 2018.

## Academic Information

**Official Transcripts:** An official transcript carries the signature of the registrar, the seal of the University and date of issuance. Transcripts issued to students, or former students, are marked "Issued to Student." Issuance of a transcript may be denied when the student or former student has unfulfilled obligations to the University. Copies are not made of transcripts on file from other institutions.

**Accreditation & Approvals:** Chamberlain University is accredited by the Higher Learning Commission ([www.hlcommission.org](http://www.hlcommission.org)), a regional accreditation agency recognized by the U.S. Department of Education. The baccalaureate degree program in nursing, master's degree in nursing program, Doctor of Nursing Practice program, and post graduate APRN certificate program at Chamberlain University are accredited by the Commission on Collegiate Nursing Education, (<http://www.ccnaccreditation.org>). For the most updated accreditation information, visit [chamberlain.edu/accreditation](http://chamberlain.edu/accreditation).

**Calendar & Credit System:** Chamberlain University operates on a student-centric calendar. An academic year will be determined by the student's schedule. Each semester consists of 16 weeks of instruction and exams; classes are scheduled in two eight-week sessions each semester.

An individual student's calendar is based on his/her initial enrollment into a degree seeking program or on the date studies are resumed following readmission to the University. This schedule results in two overlapping calendars (referred to as "cycles"). The two overlapping calendar cycles designate months corresponding to Chamberlain's summer, fall and spring semesters.

The academic credit unit is the semester hour. A semester credit is defined as a minimum of 16 contact hours of lecture or online learning activities with an associated 32 hours of out-of-class student work, 32 contact hours of laboratory or 48 contact hours of clinical instruction/practice/practicum, 40 contact hours of graduate practicum/fieldwork for MPH, 64 contact hours of practicum for the DNP Healthcare Systems Leadership specialty track and 83 hours of out-of-class fieldwork for MSW. Courses with zero academic credits are designed to support students and therefore are exempt from the Credit Hour Allocation policy. One contact hour is defined as 50 minutes of attendance in lecture, laboratory or clinical instruction/practice or participation in online learning activities. Lab and clinical section credit hours are integrated into the course. Up to five additional contact hours are added per graduate practicum course for conferencing and documentation.

**Course Identification:** Courses in the 100 series are primarily for undergraduate freshmen, 200 series are primarily for undergraduate sophomores, 300 series are primarily for undergraduate juniors, 400 series are primarily for undergraduate seniors. Courses in the 500 and 600 series are primarily for graduate level students and the 700 series are primarily for doctorate level students.

The chart below defines the minimum clinical contact hours required for pre-licensure and post-licensure nursing courses.

Course Number	Clinical Contact Hours						
NR-226	48	NR-326	48	NR-433	96	NR-601	125
NR-227	96	NR-327	48	NR-436	48	NR-602	125
NR-259	96	NR-328	48	NR-441	96	NR-603	125
NR-320	96	NR-329	144	NR-442	96	NR-661	125
NR-321	72	NR-330	144	NR-444	144	NR-663	144
NR-322	72	NR-340	96	NR-446	96	NR-664	144
NR-324	96	NR-341	48	NR-452	48	NR-665	144
NR-325	96	NR-342	96	NR-511	125	NR-667	125

\*Course no longer offered after September 2017

**Grading System:** Prior to fall 1998, the 4.0 scale of values was used: A - 4; B - 3; C - 2; D - 1; F - 0. While some instructors used '+' and '-' in grading, these grades remained as if no '+' or '-' had been attached. Beginning with the fall 1998 semester, the scale of values became: A=4.0; A+=3.75; B+=3.25; B=3.0; B-=2.75; C+=2.25; C=2.0; C-=1.75; D+=1.25; D=1; D-=.75; F=0.

Beginning with the summer 2009 semester, the scale of values became: A=4.0; A+=3.75; B+=3.25; B=3.0; B-=2.75; C+=2.25; C=2.0; C-=1.75; D+=1.25; D=1; D-=.75; F=0.

A, A-	Superior	TNC	Transfer No Credit	S	Satisfactory
B+, B, B-	Above Average	PR	Internal Proficiency	U	Unsatisfactory
C+, C, C-	Average	PRX	External Institution Proficiency	R	Repeat
D+, D, D-	Below Average+	W	Withdrawal After Start of Class	H	Hold
P	Pass (No Credit)	WP	Withdrawal Passing ***	I	Included in GPA Calculations
F	Failure	WF	Withdrawal Failing ***	E	Excluded from GPA Calculations
*	Not Included in GPA	AU	Audit (No Credit)	+ Minimum grade requirement for all undergraduate nursing and science courses and all graduate courses is a C	
T	T Proceeded By a Letter Grade Indicates Transfer Credit	CR	Credit	**TR not in use after July 2012	
		I	Incomplete	***WPNWF in use prior to Spring 1997 and beginning Spring 2017	
TR	Transfer Credit**	IP	In Progress	†††I in use beginning March 2020	

**Grade Point Average (GPA):** A student's Grade Point Average (GPA), based on a 4.0 scale, is computed by dividing total quality grade points by total credit hours, for which grades "A", "A-", "B+", "B", "B-", "C+", "C", "C-", "D+", "D", "D-", or "F" are received. Grades of "I" or "H" are counted in attempted hours but are not used in any GPA calculations. All courses completed while enrolled in a Chamberlain University program are included in this calculation, with the exception of transitional studies and zero academic credit hour coursework. Transitional studies coursework is included in attempted and earned credit hours, but not in the GPA, Quality Point or GPA credit-hour totals. Transfer credit from academic institutions will be accepted for credit only and are not included in the CGPA calculation. The Term GPA (TGPA) is calculated at the end of each session. The Semester GPA (SGPA) is calculated at the end of a semester/student-centric period and represents the GPA for work completed in a given semester only. The Cumulative GPA (CGPA) is an average for all work completed while enrolled at Chamberlain University. When a course is repeated, only the highest grade is computed in credit hours completed and the CGPA for coursework completed prior to September 2020. The most recent attempt is computed in the credit hours completed and CGPA for coursework completed in September 2020 or later.

**Semester Honors:** Dean's List and Honor Roll are awarded for undergraduate students. Full-time students with a semester GPA of 3.5 or above are eligible for the Dean's List. Full-time students with a semester GPA between 3.0 and 3.49 are listed on the Honor Roll. Students who earn a grade of "D", "F", "W" or "I" in one or more courses, including transitional studies coursework, will not be eligible for honors during that semester. For the purpose of semester honors, transitional studies coursework does not count toward full-time status.

**Honors at Graduation:** Latin honors are awarded for bachelor's degree graduates who have completed a minimum of 60 credit hours in residence with a GPA of 3.3 and above. Honors are computed on the basis of all college work applied toward the degree and taken in residence at Chamberlain University. Summa Cum Laude, the highest honor, requires a CGPA of 3.8 or above. Students with a CGPA between 3.5 and 3.79 will graduate Magna Cum Laude, and those with a CGPA between 3.3 and 3.49 will graduate Cum Laude. President's Honors will be awarded to BSN students who graduate with a CGPA of 3.5 or above, and have less than 60 credit hours in residence. A student who has graduated from a doctorate or graduate program must have completed a minimum of 30 credit hours in residence. Doctorate and graduate degree students with a CGPA of 4.0 will graduate with the designation "With High Distinction" and those with a CGPA from 3.85 to 3.99 will graduate with the designation "With Distinction." As of July 2012, all coursework completed (including the last semester of study) will be included in the calculation of graduation honors.

**Eligibility to Re-Enroll:** Any undergraduate or graduate student who interrupts their academic studies for six consecutive sessions or more must request readmission. A person seeking readmission must complete and submit an application for admission and meet all admission requirements in effect at the time of readmission. Readmitted or resuming students are bound by Chamberlain policies in effect at the time of resumption or readmission. Dismissed students must appeal for reinstatement.

**Students' Rights of Confidentiality:** In compliance with Public Law 93-380 Family Educational Rights and Privacy Act of 1974, as amended, this transcript is provided to you for employment or admission purposes only. The law prohibits you from permitting access to this information by any other party without the written consent of the student concerned. If you are unable to comply fully with this requirement, please return this record to us immediately.

# STONE ACADEMY

## JOB DESCRIPTION

<b>Job Title</b>	<b>Practical Nursing Program Administrator</b>	<b>Department</b>	Corporate
<b>FLSA Status</b> (exempt/non-exempt)	FT-Salary (40) – Exempt	<b>Dept. Code</b>	Corp.-060698
<b>Reports To</b> (title only)	Executive Vice President	<b>GL Code</b>	601

<b>Position Summary</b>
The PN Program Administrator is responsible for the overall direction and supervision of the overall PN program for the institution. Stone Academy requires senior staff to seek avenues for professional growth to translate instruction into a life-long learning opportunity for themselves, staff and students.
<b>Essential Duties &amp; Responsibilities</b>
<ul style="list-style-type: none"> <li>• Conduct studies and analyze data concerning the nursing program from students, graduates, faculty and others as appropriate. Provide written recommendations to the Provost to facilitate improvement and change.</li> <li>• Coordinate the development and maintenance of academic standards.</li> <li>• Develop and evaluate program goals and outcomes and other QCI initiatives.</li> <li>• Provide oversight of course outline development, instructional practices, examinations and grading procedures.</li> <li>• Evaluate supervisory personnel at least annually in accordance with HR policies and procedures.</li> <li>• Have knowledge of the recruiting, interviewing, hiring, training and orienting reporting staff.</li> <li>• Create and maintain an environment of mutual respect.</li> <li>• Promote professional growth through development programs</li> <li>• Encourage and support the development of a variety of teaching and learning techniques to be used by faculty and support staff.</li> <li>• Prepare the annual operating PN program budget by campus.</li> <li>• Develop and participate in PN and other Stone Academy committees as assigned.</li> <li>• Develop, lead and participate in nursing program strategic planning.</li> <li>• Review and present accreditation materials during the approval process.</li> <li>• Attend Nursing Board meetings.</li> <li>• Enforce all school policies and procedures</li> <li>• Attend all required scheduled training: in-service meetings and professional development.</li> <li>• Develop and attend committee meetings as appropriate.</li> <li>• Provide an annual report to the Provost regarding assessment goals, objectives, targets met for the current year and targets set for the future year.</li> <li>• Summarize and analyze collaborative efforts with community and other educational leaders in furtherance of Stone Academy’s PN program development, training opportunities and placement efforts to the Provost within two weeks after they or their direct reports attend such sessions.</li> </ul>
<b>Education &amp; Experience</b>
<ul style="list-style-type: none"> <li>• Master of Science in Nursing, teaching experience and long-term care experience required.</li> <li>• Hold a current license in good standing to practice as a Registered Nurse in Connecticut.</li> </ul>

<p><b>Skills &amp; Competencies</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal skills and positive energy regarding professional education and ability to work with individuals from diverse backgrounds.</li> <li>• Sound organizational and classroom management skills.</li> <li>• Establish ability to work effectively as a team member and team leader.</li> <li>• Maintain current knowledge of and be accountable for compliance.</li> <li>• Demonstrate excellent verbal, written and electronic communication skills.</li> <li>• Be organized and able to work with individuals from diverse backgrounds.</li> </ul>
<p><b>Supervisory Responsibilities</b></p> <p>Supervise and oversee PN Site Administrators and supervise the overall PN programs for all campuses.</p>
<p><b>Working Conditions &amp; Physical Demands</b></p> <p>The work environment is to be considered active due to campus construct. Must be able to tolerate moderate noise (i.e., business office with computers, phone, printers, and student/staff traffic) in and around workspace areas. Light to moderate lifting may be required. Frequent travel to each campus is required.</p>

*The electronic signature below serves as the employee's understanding of the duties and responsibilities of this position. This signed job description is housed electronically in the employee's ESS document repository.*

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Stone Academy has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Institution reserves the right to change this position description and/or assign tasks for the employee to perform, as the Institution may deem appropriate.

**Note:** Official copies of all college transcripts and professional certification(s) are required within two weeks from date of hire. Foreign transcripts are required by ABHES to be evaluated by an approved agency.

## **Criterion 4**

### **Revisions**

# **PROGRAM ORGANIZATION**

## **CRITERION 4**

### **CRITERIA AND GUIDELINES FOR PREPARATION OF THE REPORT**

#### **ADMINISTRATION/FACULTY:**

4. The nursing program shall have its own administrator who reports directly or indirectly to the controlling body of the parent institution and has authority and administrative responsibility for the program including, but not limited to:

- a) Interviewing and recommending candidates for faculty appointment, faculty retention, and promotion;
- b) Providing input or administering own budget with identified monies available to meet manpower, materials, faculty development, and evaluation needs;
- c) Having assigned workload reflective of administrative responsibilities without interference of non-administrative duties. [Section 20-90-48 (a) (1) (2) (3) (4)]

#### **GUIDELINES:**

- Present organizational chart depicting lines of responsibility for both the parent institution and the Nursing Educational Program
- Describe the specific responsibilities of the administrator and discuss parity with administrators of other departments. Include job description with hours per week devoted to administration of program, teaching, and clinical supervision
- How many program administrators has the program had in the past five years (including interims)? List the program administrators' names and their time in the role.

- Does the program administrator have oversight of the other allied health or vocational programs? If yes, provide that person's name and qualifications.
- Is there an assistant program director for managing day to day operations of the nursing program? If yes, provide that person's name and qualifications.
- Describe some of the programs quality improvements projects and/or strategies in place to address student outcomes and course evaluations.
- Students are provided education materials and resources (book, uniforms, software, internet access, syllabi, etc.) they need to be successful.

Describe the specific responsibilities of the administrator and discuss parity with administrators of other departments. Include job description with hours per week devoted to administration of program, teaching, and clinical supervision

**CRITERION 4:**

1. The Practical Nursing Program Administrator is responsible only for the overall direction and supervision of the Practical Nursing program at Stone Academy. The Practical Nursing Program Administrator does not dedicate any hours to teaching students or clinical oversight. The Practical Nursing Program Administrator reports directly to Executive Vice President. This staff member is housed at the WH campus but travels to the East Hartford and Waterbury campus' weekly. During the time of travel, said staff member tours the campus to ensure classrooms are conducive to learning, policies are followed, and meets with the PN Site Administrator. The Practical Nursing faculty are responsible to instruct in class theory, labs and clinical oversight at assigned facilities.

The responsibilities of the Practical Nursing Program Administrator\* include, but are not limited to:

- The development and maintenance of the Practical Nursing program operations, curriculum and academic standards
- The overall supervision of Practical Nursing staff in accordance with HR policies and procedures
- Reporting of Practical Nursing data for Accreditation, state or other required entities
- Attending all Nursing Board meetings, Advisory Board meetings and Practical Nursing program meetings

\*Please see job description for additional responsibilities: *Practical Nursing*

*Program Administrator.*

As Stone Academy has three campus locations, the Practical Nursing Program Administrator's overall supervision of Practical Nursing staff is in direct coordination with each Practical Nursing Site Administrator and indirectly with each Campus Director at their respective Stone Academy locations (West Haven, Waterbury and East Hartford). The Campus Directors and Practical Nursing Administrator (currently: Lisa Palmer, the Interim Practical Nursing Program Administrator) all report to Dr. Linda Dahlin, Executive Vice President.

The Practical Nursing Site Administrators, whom are assigned at each campus location report directly to the Practical Nursing Program Administrator and indirectly to their respective Campus Director. The Site Administrators communicate any and all operational concerns to the Campus Directors, as the Campus Directors oversee and are responsible for the entire campus, operationally. Practical Nursing curriculum, faculty, student concerns, ATI, NCLEX and any element that is related to the PN program, is communicated directly to the Program Administrator. (The organizational chart depicts a dotted line to the Campus Director and a solid line to the Program Administrator).

The Campus Directors at each Stone Academy location are responsible for the planning, direction, monitoring and review of campus activities and operations. Some of the specific responsibilities include, but are not limited to:

- Student development
- Campus/Institutional services
- Campus budget management
- Campus based institutional administrative and operation support to the Executive Vice President

\*Please see job description for additional responsibilities: *Campus Director*

The role of Practical Nursing Site Administrator at each Stone Academy location is responsible for, but is not limited to:

- Organization of campus related faculty meetings, campus related Advisory Board meetings, and Stone Academy Curriculum meetings
- Maintaining relationships with clinical facilities and outside agencies
- Oversight of campus student relations, new student and faculty orientations, curriculum, staffing and scheduling, payroll, collaboration with other schools and departments, academic advisement, consumable resource acquisition (i.e. lab supplies, books, office supplies), Accreditation/approval processes
- Assist in the development and maintenance of academic standards.

\*Please see job description for additional responsibilities: *Practical Nursing Site Administrator*.

2. The Practical Nursing Program Administrator and the Practical Nursing Site Administrators coordinate with each respective Campus Director with regards to campus related budgetary input. The Practical Nursing Program Administrator coordinates with the Practical Nursing Site Administrators, whom work with each respective Campus Director to provide annual Practical Nursing program performance evaluations and pay increases, as warranted, which assist with faculty retention and job satisfaction.
3. The Practical Nursing Program Administrator and each Practical Nursing Site Administrator oversee and are assisted by a team consisting of; Practical Nursing Clinical Supervisors, Assistant Programs Managers and Administrative Assistants, whom provide clerical support. The Practical Nursing Clinical Supervisor coordinates the clinical rotation schedules of students and instructors to ensure adherence to the State's guideline for a maximum 1:10 instructor to student ratio. The Clinical Supervisors report directly to the PN Site Administrators. Clinical faculty report directly to the Clinical Supervisors.

\*Please see job description for additional responsibilities: *Practical Nursing Clinical Supervisor*.

How many program administrators has the program had in the past five years (including interims)? List the program administrators' names and their time in the role.

4. Past PN Program Administrators:
  - a. Karyn Therrian, MSN 9/8/2015 – 08/10/2016  
Accepted a position with ATI
  - b. Holly Mulrenan, MSN 09/26/2016 – 02/01/2019  
Accepted a position teaching at NVCC
  - c. Donna Jones, DNP 10/09/2018 – 05/06/2019  
Relocated to SC-Ill family member
  - c. Terry Kinsley, MSN 6/1/2019 – 06/15/2021  
Accepted a position (simulation specialist) USJ

Describe some of the programs quality improvements projects and/or strategies in place to

address student outcomes and course evaluations.

5. Practical Nursing program quality improvements, projects and/or strategies that have been put into place to address student outcomes and course evaluations are: Assessment of all students is used to examine the educational program and measure its affective based on performance standards. The curriculum is evaluated against the schools external accrediting agencies, advisory board meetings, and curriculum

meetings. Discussions and feedback from said meetings are taken into consideration at which point revisions are made.

Maintaining relationships with clinical facilities and outside agencies allows additional support for our clinical faculty and students. Clinical sites are selected to meet the needs of each clinical rotation. Clinical faculty consistently report to the Clinical Supervisor specific areas of concern should they arise at the clinical site. Prior to the pandemic, theory classrooms were equipped with required tools needed to provide a conducive learning environment for the practical nursing students: Since transitioning back to campus, post distance learning, LCD projectors were placed in each classroom to increase student engagement.

Stone Academy has implemented several “student workshops” to support student learning. The clinical lab boot camp offers students an opportunity to refresh in specific clinical skills. Schedules are created in the academic suite to offer students options of availability.

Academic Advisors consistently communicate with students by way of phone call or email. Students have the ability to request additional support, resources, and/or the opportunity to just share their experience at Stone Academy. The attached samples clearly demonstrate the positive outcomes of students engaging with Academic Advisors.

Students are provided education materials and resources (book, uniforms, software, internet access, syllabi, etc.) they need to be successful.

6. Students are provided education materials and resources (book, uniforms, software, internet access, syllabi, etc.) they need to be successful in the following manner:

All three campuses have classrooms and a minimum of two labs that are used for the nursing program. The labs are equipped with adequate supplies and simulated equipment. Each classroom can accommodate up to 40 students. In addition, there is a computer room in East Hartford with 20 computers, Waterbury with 37 computers, and West Haven with 40 computers.

Currently, the clinical supervisors for all three campuses meet with representatives of the local health care facilities if there is potential for using the facility for clinical placements. They bring their findings back to the PN Site Administrators and the PN Program Administrator and the decision is made as to whether a facility should be utilized. Clinical Site Agreements are then executed and signed by both parties (the clinical site and Stone Academy). These agreements are then reviewed annually and renewed every three years. Should a contract need to be terminated, a 90-day notice by either party is requested.

Stone Academy has practice labs at each campus. In East Hartford, the one lab is a stand-alone building and two are in the school proper; Waterbury and West Haven, the labs are in the school proper. All labs are equipped with sufficient supplies and simulated resources to be utilized by the student population. A list of lab supplies for both campuses is contained in this section.

Each campus has separate offices for the administrators and for the faculty. Faculty and staff have access to desktop computers and are provided with internet access, email capability, telephones, fax machines, copiers and other office equipment needed to operate the program. A conference room is available in West Haven and in East Hartford.

The East Hartford, Waterbury, and West Haven campuses use the same textbooks for the Practical Nursing programs.

The textbooks are purchased prior to each semester and are distributed to the students on the first day of the semester. As a supplement to the textbooks, all three campuses use the Assessment Technologies Institute (ATI) program. Faculty uses the ATI materials to help students become familiar with the NCLEX-PN formatted

questions, and there are practice tests that students can work on at home.

The resource center includes textbooks and journals to compliment the PN program.

Instructors and staff are available to assist students during resource center hours.

Hours at all three campuses are as follows:

Monday through Thursday: 7:30 a.m. – 10:00 p.m.

Friday: 7:30 a.m. – 5:00 p.m.

Saturday: 8:00 a.m. – 4:00 p.m.

There are computers and printers available in the resource center at each campus.

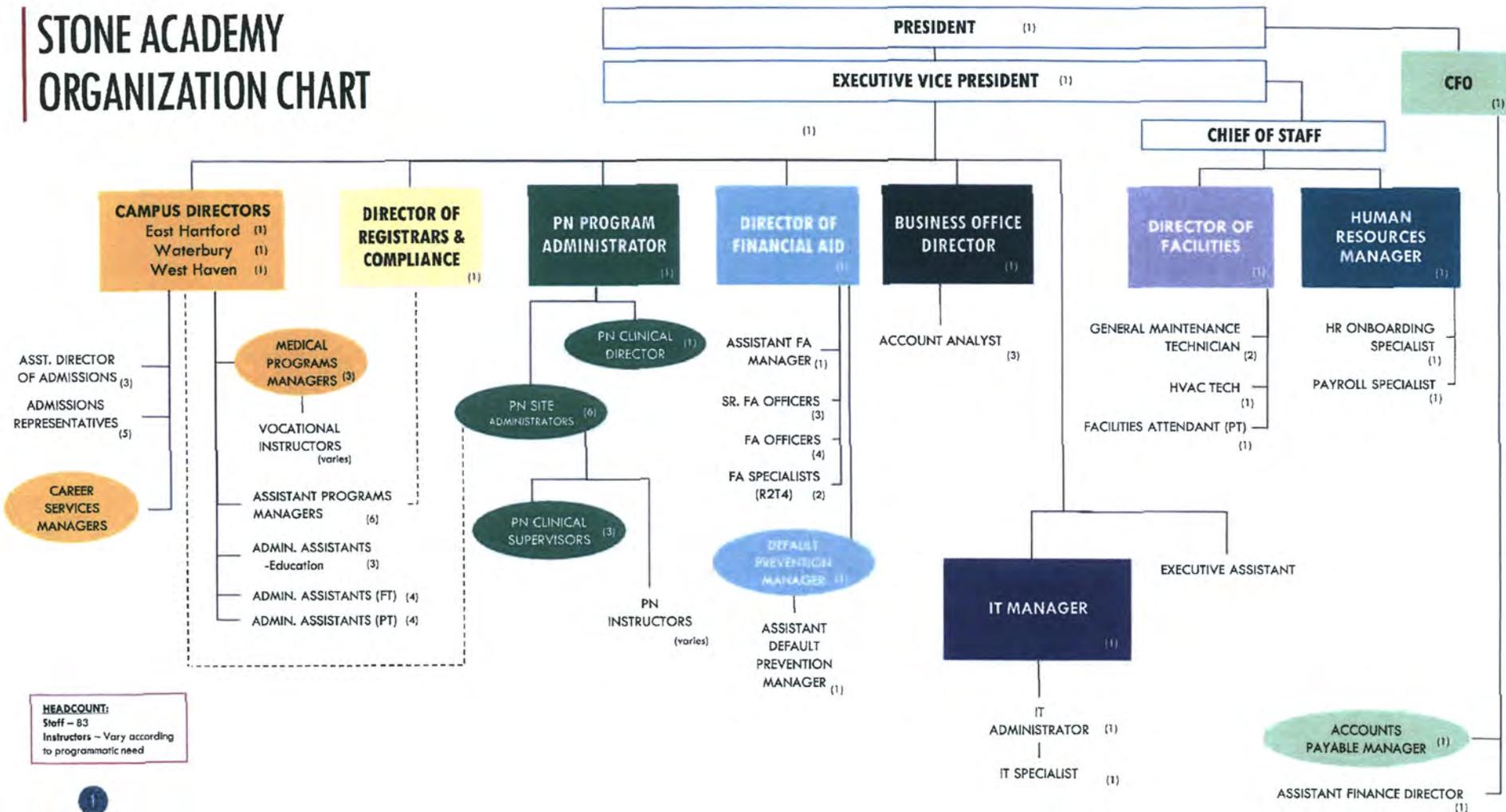
All have internet capability and virus protection.

Each campus location has audio-visual equipment for their programs. LCD projectors that work in tandem with a PC and keyboard can be used for PowerPoint presentations or for in-class internet access that can be used by instructors to enhance their lectures. (See the full Equipment List for each campus in this section.)

### **STUDENT RESOURCES**

- Resource Center
- Career and graduate services assistance
- Academic Advisors
- Tutoring (faculty and Peer)
- Financial Aid counseling
- ATI practice testing materials
- Student Lounge (vending machine service, microwaves, refrigerator)

# STONE ACADEMY ORGANIZATION CHART



**HEADCOUNT:**  
Staff – 83  
Instructors – Vary according to programmatic need

# STONE ACADEMY

# JOB DESCRIPTION

<b>Job Title</b>	<b>Practical Nursing Program Administrator</b>	<b>Department</b>	Corporate
<b>FLSA Status</b> (exempt/non-exempt)	FT-Salary (40) – Exempt	<b>Dept. Code</b>	Corp.-060698
<b>Reports To</b> (title only)	Executive Vice President	<b>GL Code</b>	601

<b>Position Summary</b>
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<b>Education &amp; Experience</b>
<ul style="list-style-type: none"> <li>• Master of Science in Nursing, teaching experience and long-term care experience required.</li> <li>• Hold a current license in good standing to practice as a Registered Nurse in Connecticut.</li> </ul>

<b>Skills &amp; Competencies</b>
<ul style="list-style-type: none"> <li>• Strong interpersonal skills and positive energy regarding professional education and ability to work with individuals from diverse backgrounds.</li> <li>• Sound organizational and classroom management skills.</li> <li>• Establish ability to work effectively as a team member and team leader.</li> <li>• Maintain current knowledge of and be accountable for compliance.</li> <li>• Demonstrate excellent verbal, written and electronic communication skills.</li> <li>• Be organized and able to work with individuals from diverse backgrounds.</li> </ul>
<b>Supervisory Responsibilities</b>
Supervise and oversee PN Site Administrators and supervise the overall PN programs for all campuses.
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*The electronic signature below serves as the employee's understanding of the duties and responsibilities of this position. This signed job description is housed electronically in the employee's ESS document repository.*

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Signature

Date

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**Note:** Official copies of all college transcripts and professional certification(s) are required within two weeks from date of hire. Foreign transcripts are required by ABHES to be evaluated by an approved agency.

# STONE ACADEMY

# JOB DESCRIPTION

<b>Job Title</b>	<b>Practical Nursing Site Administrator</b>	<b>Department</b>	<b>Practical Nursing</b>
<b>FLSA Status</b> (exempt/non-exempt)	FT-Salary (40) – Exempt	<b>Dept. Code</b>	WH: 010183 WB: 020183 EH: 030183
<b>Reports To</b> (title only)	PN Program Administrator/Campus Director	<b>GL Code</b>	601

### Position Summary

The PN Site Administrator is responsible for the overall direction and supervision of the PN program at their campus. Stone Academy requires each member of the instructional faculty to seek avenues for professional growth to translate instruction into a life-long learning opportunity for themselves and their students.

### Essential Duties & Responsibilities

- Analyze program data and write related reports
- Conduct studies concerning the nursing program by obtaining data from students, graduates, faculty and others as appropriate
- Coordinate the development and maintenance of programmatic standards
- Evaluate program goals and outcomes and other quality of care initiatives
- Evaluate instructional personnel at least biannually in accordance with HR policies and procedures
- Manage faculty development plans
- Hire and supervise faculty and support staff
- Oversee biweekly payroll
- Monitor the Academic Risk report that is submitted weekly to the Campus Director
- Create and maintain an environment of mutual respect
- Promote professional growth of faculty through ongoing faculty development programs
- Encourage and support the development of a variety of teaching and learning techniques to be used by faculty and support staff
- Maintain a current knowledge of and be accountable for compliance
- Assist the PN Program Administrator with the accreditation/approval process
- Supervise the acquisition, development and use of learning resource materials
- Attend Nursing Board meetings when required.
- Enforce all school policies and procedures
- Attend all required scheduled training: in-service meetings and professional development
- Attend each meeting of the PN Curriculum Committee, Professional Advisory Committee and other committees as assigned
- Provide an annual report to the PN Program Administrator regarding assessment goals, objectives, targets met for the current year and targets set for the future year.
- Orient and mentor new faculty in conjunction with the Faculty Mentor.
- Assist in developing, planning, implementing and evaluating assigned nursing courses.
- Assist and coordinate with the Clinical Supervisor to plan, implement and evaluate student clinical laboratory learning experiences.
- Provide academic advisement to students.
- Assist in planning faculty and professional development programs.
- Participate in interviewing faculty and scheduling the lesson presentation.
- Review and recommend changes toward improved development of course outlines, instructional practices, examinations and grading procedures.
- Participate in nursing program strategic planning.

<b>Education &amp; Experience</b>
<ul style="list-style-type: none"> <li>• Proven experience as a manager in a healthcare or education setting.</li> <li>• CT-issued Nursing License preferred.</li> <li>• Classroom teaching experience preferred.</li> <li>• Intermediate-level proficiency with the Microsoft Office Suite.</li> <li>• Ability to gain understanding of and adherence to FERPA rules.</li> </ul>
<b>Skills &amp; Competencies</b>
<ul style="list-style-type: none"> <li>• Strong interpersonal skills and positive energy regarding professional education and ability to work with individuals from diverse backgrounds</li> <li>• Sound organizational and classroom management skills</li> <li>• Establish ability to work effectively as a team member and team leader</li> <li>• Maintain current knowledge of and be accountable for compliance</li> <li>• Demonstrate excellent verbal, written and electronic communication skills</li> <li>• Be organized and able to work with individuals from diverse backgrounds</li> </ul>
<b>Supervisory Responsibilities</b>
Supervise and oversee PN Lead Instructor, PN Clinical Supervisor and PN Instructors.
<b>Working Conditions &amp; Physical Demands</b>
The work environment is to be considered active due to campus construct. Must be able to tolerate moderate noise (i.e., business office with computers, phone, printers, and student/staff traffic) in and around workspace areas. Light to moderate lifting may be required. Occasional in-state travel may be required.

*The electronic signature below serves as the employee's understanding of the duties and responsibilities of this position. This signed job description is housed electronically in the employee's ESS document repository.*

Signature

Date

Stone Academy has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Institution reserves the right to change this position description and/or assign tasks for the employee to perform, as the Institution may deem appropriate.

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# STONE ACADEMY JOB DESCRIPTION

<b>Job Title</b>	<b>PN Clinical Director</b>	<b>Department</b>	Corporate
<b>FLSA Status</b> (exempt/non-exempt)	FT-Salary (40) – Exempt	<b>Dept. Code</b>	Corp: 060696
<b>Reports To</b> (title only)	PN Program Administrator	<b>GL Code</b>	601

<p><b>Position Summary</b></p> <p>The PN Clinical Director is responsible for the overall direction of the clinical component of the PN program. Ensure that programmatic activities comply with Stone Academy’s policies and procedures, state standards, and certification and accreditation standards. Stone Academy requires each member of the instructional faculty to seek avenues for professional growth to translate instruction into a life-long learning opportunity for themselves and their students.</p>
<p><b>Essential Duties &amp; Responsibilities</b></p> <ul style="list-style-type: none"> <li>• Conduct studies analyze data concerning PN clinical activities from students, graduates, faculty and others as appropriate. Provide written recommendations to the PN Program Administrator to facilitate improvement and change.</li> <li>• Develop and evaluate clinical goals and outcomes and other CQI initiatives.</li> <li>• Provide oversight of clinical course development, instructional practices and alternative clinical site development.</li> <li>• Assess clinical sites for student placement with the assistance of the Site Administrator.</li> <li>• Visit sites where students provide direct nursing care on an ongoing basis.</li> <li>• Maintain contacts with local health care agencies.</li> <li>• Network with community resources to develop student clinical opportunities and develop partnerships.</li> <li>• Create and maintain an environment of mutual respect.</li> <li>• Promote professional growth by providing a variety of resources and learning opportunities for educators to continue developing knowledge and skills.</li> <li>• Encourage and support the development of a variety of teaching and learning techniques to be used by clinical faculty.</li> <li>• Develop and negotiate clinical contracts and placement sites.</li> <li>• Develop and/or lead and participate in PN and other Stone Academy committees as assigned.</li> <li>• Participate in report writing and approval process.</li> <li>• Participate in the ongoing evaluation of the total nursing program.</li> <li>• Assist in the review of clinical policy and procedure change requests.</li> <li>• Collaborate with Stone Academy personnel to enhance the Academy’s environment and programs.</li> <li>• Collaborate with educational leaders from the community and other institutions to better serve Stone Academy and its students.</li> <li>• Assist in the development of nursing program strategic planning.</li> <li>• Attend Nursing Board meetings.</li> <li>• Ensure compliance of clinical site performance evaluations annually.</li> <li>• Enforce all school policies and procedures.</li> </ul>

<ul style="list-style-type: none"> <li>• Maintain current knowledge of and be accountable for compliance.</li> <li>• Attend all required scheduled training: in-service meetings and professional development.</li> <li>• Attend committee meetings as assigned.</li> <li>• Summarize and analyze collaborative efforts with the community and other educational leaders in furtherance of Stone Academy's PN program development, training opportunities and placement efforts to Site Administrators within two weeks after attending such sessions.</li> </ul>
<b>Education &amp; Experience</b>
<ul style="list-style-type: none"> <li>• Proven experience as a manager in a healthcare or education setting.</li> <li>• CT-issued Nursing License preferred.</li> <li>• Intermediate-level proficiency with the Microsoft Office Suite.</li> <li>• Ability to gain understanding of and adherence to FERPA rules.</li> </ul>
<b>Skills &amp; Competencies</b>
<ul style="list-style-type: none"> <li>• Demonstrate excellent analytical, verbal, written and electronic communication skills.</li> <li>• The position requires an ability to work in an ever-changing environment and be able to multi-task.</li> <li>• Must possess good interpersonal communication skills, and it is essential to be able to communicate in a courteous, tactful and concise manner.</li> <li>• Must be organized and be able to work independently.</li> <li>• Must be able to work with individuals with diverse backgrounds.</li> </ul>
<b>Supervisory Responsibilities</b>
Oversee and support clinical teaching staff members and students.
<b>Working Conditions &amp; Physical Demands</b>
The work environment is to be considered active due to campus construct. Must be able to tolerate moderate noise (i.e., business office with computers, phone, printers, and student/staff traffic) in and around workspace areas. Occasional in-state travel may be required.

*I have received the job description and understand the duties and responsibilities of this position.*

\_\_\_\_\_  
Signature Date

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# STONE ACADEMY      JOB DESCRIPTION

<b>Job Title</b>	<b>PN Clinical Supervisor</b>	<b>Department</b>	PN Administration
<b>FLSA Status</b> (exempt/non-exempt)	FT-Salary (30) – Exempt	<b>Dept. Code</b>	WH: 010083 WB: 020083 EH: 030083
<b>Reports To</b> (title only)	PN Site Administrator	<b>GL Code</b>	601

## Position Summary

The PN Clinical Supervisor is responsible for the overall direction and supervision of the clinical component of the PN program. This includes planning, monitoring, and supervising the program faculty to ensure that programmatic activities comply with Stone Academy's policies and procedures, state standards, and certification and accreditation standards. Stone Academy requires each member of the instructional faculty to seek avenues for professional growth to translate instruction into a life-long learning opportunity for themselves and their students.

## Essential Duties & Responsibilities

- Plan, implement, and evaluate student experiences in the PN skills laboratory.
- Assess clinical sites for student placement with the assistance of the Clinical Director and Site Administrator.
- Maintain contacts with local health care agencies.
- Provide academic mentorship.
- Create and maintain an environment of mutual respect.
- Promote professional growth by utilizing a variety of resources and learning opportunities for educators to continue developing knowledge and skills.
- Encourage and support the development of a variety of teaching and learning techniques to be used by clinical faculty.
- Develop and negotiate clinical contracts and placement sites.
- Develop and/or lead and participate in PN and other Stone Academy committees as assigned.
- Participate in report writing and approval process.
- Participate in the ongoing evaluation of the total nursing program.
- Assist in the review of clinical policy and procedure change requests.
- Collaborate with Stone Academy personnel to enhance the Academy's environment and programs.
- Collaborate with educational leaders from the community and other institutions to better serve Stone Academy and its students.
- Assist in the development of nursing program strategic planning.
- Attend Nursing Board meetings if required.
- Perform clinical site performance evaluations at least annually.
- Enforce all school policies and procedures.
- Maintain current knowledge of and be accountable for compliance.
- Attend all required scheduled training: in-service meetings and professional development.
- Attend committee meetings as assigned.
- Summarize and analyze collaborative efforts with the community and other educational leaders in furtherance of Stone Academy's PN program development, training opportunities, and placement efforts to the PN Site Administrator within two weeks after attending such sessions.

<b>Education &amp; Experience</b>
<ul style="list-style-type: none"> <li>• Proven experience as a manager in a healthcare or education setting.</li> <li>• CT-issued Nursing License preferred.</li> <li>• Intermediate-level proficiency with the Microsoft Office Suite.</li> <li>• Ability to gain understanding of and adherence to FERPA rules.</li> </ul>
<b>Skills &amp; Competencies</b>
<ul style="list-style-type: none"> <li>• Demonstrate excellent analytical, verbal, written and electronic communication skills.</li> <li>• The position requires an ability to work in an ever-changing environment and be able to multi-task..</li> <li>• Must possess good interpersonal communication skills, and it is essential to be able to communicate in a courteous, tactful and concise manner.</li> <li>• Must be organized and be able to work independently.</li> <li>• Must be able to work with individuals with diverse backgrounds.</li> </ul>
<b>Supervisory Responsibilities</b>
Oversee and support teaching staff members and students.
<b>Working Conditions &amp; Physical Demands</b>
<p>The work environment is to be considered active due to campus construct. Must be able to tolerate moderate noise (i.e., business office with computers, phone, printers, and student/staff traffic) in and around workspace areas.</p> <p>While performing the duties of this job, the employee is regularly required to, stand, sit, talk, hear, and operate a computer keyboard and telephone. Specific vision abilities required by this job include close vision requirements due to computer work. Light to moderate lifting may be required.</p> <p>Occasional in-state travel may be required.</p>

*I have received the job description and understand the duties and responsibilities of this position.*

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Signature \_\_\_\_\_ Date \_\_\_\_\_

Stone Academy has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the Institution reserves the right to change this position description and/or assign tasks for the employee to perform, as the Institution may deem appropriate.

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## **Criterion 6**

### **Revisions**

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2  
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Clinical Sections	Number of Students	Supervising Faculty
<b>Clinical I</b>	<b>87</b>	<p><b>Instructor A</b> (1 group 1x weekly = 10 students) <b>8.202 0E</b></p> <p><b>Instructor B</b> (1 group 2x weekly = 10 students) <b>3.2020E</b></p> <p><b>Instructor C</b> (1 group 2x weekly = 10 students) <b>3.2020E</b></p> <p><b>Instructor D</b> (group 1 – Monday = 8 Students) (group 2 – Thursday = 9 Students) (group 3 – Friday = 10 Students) <b>8.2020D</b></p> <p><b>Instructor E</b> (1 group 2x weekly = 10 students) <b>3.2020 E</b></p> <p><b>Instructor F</b> (1 group 1x weekly = 10 students) <b>8.2020 E</b></p> <p><b>Instructor U</b> (1 group 2x weekly = 10 students) <b>6.2020 E</b></p>
<b>Clinical II</b>	<b>28</b>	<p><b>Instructor F</b> (1 group 2x weekly = 8 students) <b>6.2020D</b></p> <p><b>Instructor G</b> (1group 1x weekly = 10students) <b>6.2020 D</b></p> <p><b>Instructor H</b> (1 group 1x weekly = 10 students) <b>6.2020 D</b></p>

<b>Clinical III</b>	<b>10</b>	<b>Instructor I</b> (1 group 2x weekly = 10 students) <b>1.2020 D</b>
Clinical IV	<b>60</b>	<b>Instructor J</b> (1 group 2x weekly = 10 students) <b>10.2019E</b>  <b>Instructor B</b> (1 group 2x weekly = 10 students) <b>10.2019E</b>  <b>Instructor G</b> (1group 1x weekly= 5 Students) <b>4.2020 D</b>  <b>Instructor K</b> (1 group – Monday/Tuesday = 10 students) (1 group Wednesday/Thursday = 10 students) <b>4.2020 D</b>  <b>Instructor L</b> (1 group 2x weekly = 10 students) <b>10.2019E</b>  <b>Instructor M</b> (1 group 4x weekly = 5 students) <b>4.2020 D</b>
<b>Clinical V</b>	<b>56</b>	<b>Instructor N</b> (1 group 4x weekly = 10 students) <b>9.2019D</b>  <b>Instructor O</b> (1 group 4x weekly = 10 students) <b>1.2020D</b>  <b>Instructor P</b> (1 group 3x weekly=10 students) <b>6.2019E</b>

		<b>Instructor Q</b> (1 group A 4x weekly = 10 students) <b>4.2019E</b>  <b>Instructor R</b> (1 group 3x weekly = 8 students) <b>1.2020D</b>  <b>Instructor S</b> (1 group 4x weekly =8 students) <b>1.2020D</b>
	<b>241 Total Day and Evening Students</b>	<b>Evening Cohorts = Red</b> <b>Day Cohorts = Green</b>

**Criterion 7**

**Revisions**

Second offense: Twice the imprisonment and fines for first offense.

(2) Unlawful distribution or possession with intent to distribute:

a. Narcotics (i.e. cocaine and opiates):

First offense: Up to 15 years imprisonment and/or fines up to \$25,000 plus three-year mandatory special parole.

Second offense: Up to twice that of first offense.

b. Amphetamines, barbiturates, hallucinogens (including marijuana):

First offense: Up to five years imprisonment and/or fines up to \$15,000 plus two-year mandatory special parole.

Second offense: Up to twice that of first offense.

(3) Unlawful distribution of all controlled drugs-by someone over 18 to someone under 21:

First offense: Up to twice the fine and imprisonment otherwise authorized.

Second offense: Up to three times fine and imprisonment otherwise authorized.

Any questions concerning the legal sanctions under state law for unlawful use or distribution of the illegal drugs or alcohol should be directed to the Chief State's Attorney, Kevin T. Kane, 300 Corporate Place, Rocky Hill, CT, 06067. The telephone number is (860) 258-5800.

- C. Health Risks: Materials describing the health risks associated with the use of illicit drugs and the abuse of alcohol are kept in the library in separate special files marked Drugs/Alcohol/AIDS Information.
- D. Counseling: Any student, faculty or staff member seeking drug or alcohol counseling, treatment, or rehabilitation should speak to the Campus Director. The Campus Director will refer them to the proper agency. Each state has a single agency for the various drug abuse prevention, treatment, and rehabilitation programs. In Connecticut, this is the *Connecticut Alcohol and Drug Council*, Department of Mental Health and Addiction Services, 410 Capitol Avenue, PO Box 341431, Hartford, CT, 06134 or 860-418-7000.
- E. Violation of the Standards of Conduct: Students and employees found using, possessing, manufacturing, or distributing illicit drugs and/or alcohol will be given a written warning for a first offense. If a student or employee further abuses the standards of conduct, he or she can be terminated/dismissed from Stone Academy for one year or permanently depending on a person's desire to obtain rehabilitation, etc.

If a student is convicted locally or within the state for the use, possession, manufacture, or distribution of illicit drugs or alcohol, he or she will be dismissed from Stone Academy and will be held liable for his or her financial obligations to the school.

If an employee is found guilty by a local or state enforcement agency, employment will be terminated until which time the employee has completed his or her penalties and has indicated his or her commitment to be rehabilitated.

**Criterion 11**

**Revisions**

		<ul style="list-style-type: none"> <li>➤ Monitoring changes in client's orders</li> <li>➤ Making periodic evaluations, under the guidance of the RN or APRN, of a client's condition</li> </ul> <p>Develop therapeutic nursing measures for client care by:</p> <ul style="list-style-type: none"> <li>➤ Appraising short-term and long-term goals</li> <li>➤ Generating nursing actions for the stated nursing goals</li> <li>➤ Explaining the rationale for nursing actions</li> <li>➤ Suggesting possible additional nursing measures to the APRN or RN</li> <li>➤ Implementing therapeutic measures as written in the plan of care</li> </ul> <p>State rationale for nursing actions by:</p> <ul style="list-style-type: none"> <li>➤ Correlating theoretical knowledge based on client's signs and symptoms and individual needs</li> <li>➤ Evaluation of the outcome of nursing actions</li> </ul> <p>Monitor client status by:</p> <ul style="list-style-type: none"> <li>➤ Comparing client response to expected outcome of medical treatment</li> <li>➤ Comparing client response to expected outcome of nursing interventions</li> <li>➤ Recognizing client alteration in health status</li> </ul> <p>Apply principals of asepsis while administering nursing care by:</p>	<ul style="list-style-type: none"> <li>• Apply all principles learned in Fundamentals of Nursing</li> </ul>
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	<p>#2 Under the direction of an RN or APRN, contributes data to the client's plan of care</p>	<ul style="list-style-type: none"> <li>➤ Comparing diagnosis and life science information</li> <li>➤ Correctly analyzing pertinent data</li> <li>➤ Relating treatment modality to individual client as learned in Medical Surgical courses</li> </ul> <p>Synthesize potential and actual nursing problems by:</p> <ul style="list-style-type: none"> <li>➤ Analyzing relevant (biological and psychosocial) data from client's various medical records</li> <li>➤ Interpreting data and personal information to provide client care</li> <li>➤ Monitoring changes in client's orders</li> <li>➤ Making periodic evaluations, under the guidance of the RN or APRN, of a client's condition</li> <li>➤ Formulating nursing diagnosis with collaboration from an RN or APRN</li> </ul> <p>Develop therapeutic nursing measures for client care by:</p> <ul style="list-style-type: none"> <li>➤ Formulating short-term and long-term goals</li> <li>➤ Generating nursing actions for the stated nursing goals</li> <li>➤ Explaining the rationale for nursing actions</li> <li>➤ Formulating nursing actions with collaboration from the RN or APRN</li> <li>➤ Implementing therapeutic measures as written in the plan of care</li> </ul> <p>State rationale for nursing actions by:</p> <ul style="list-style-type: none"> <li>➤ Correlating theoretical knowledge based on client's sign</li> </ul>	<ul style="list-style-type: none"> <li>● Discuss critical thinking and how it is incorporated into the care of the patient and the nursing care plan</li> </ul>
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<p><b>Clinical V: Advanced Medical-Surgical Nursing and Nursing Leadership</b>  <b>CLN 115 – 8 Credits – 240 Hours</b></p> <p>The Advanced Medical Surgical Nursing and Nursing Leadership clinical rotation continue to utilize the nursing process in caring for a multiple client assignment. Students will integrate knowledge gained from Medical Surgical III and IV in the management of clients with disorders of the musculoskeletal, endocrine, hematologic, gastrointestinal, nervous, genitourinary, reproductive and sensory systems. Emphasis is placed on further developing the skills of prioritizing, decision-making, time management, and critical thinking appropriate to the LPN's scope of practice. Leadership skills are enhanced as the student begins to function in the role of team leader. Student's clinical judgment will be developed using the Tanner Clinical Judgment Model and will be further supported with feedback from faculty via the Lasater Clinical Judgment Rubric. Students will be expected to continue to master all skills set forth in all prior clinical rotations.</p>	<p>#1 Under the direction of an RN or APRN, contributes data to the client's plan of care.</p>	<p>Synthesize actual and potential nursing problems by:</p> <ul style="list-style-type: none"> <li>➤ Collecting and analyzing relevant (biological and psychosocial) data from client's various medical records</li> <li>➤ Interpreting data and personal information to provide client care</li> <li>➤ Monitoring changes in client's orders</li> <li>➤ Making periodic evaluations, under the guidance of the RN or APRN, of a client's condition</li> </ul> <p>Develop therapeutic nursing measures for client care by:</p> <ul style="list-style-type: none"> <li>➤ Appraising short-term and long-term goals</li> <li>➤ Generating nursing acts for the stated nursing goals</li> <li>➤ Explaining the rationale for nursing actions</li> <li>➤ Suggesting possible additional nursing measures to the RN or APRN</li> <li>➤ Implementing therapeutic measures as written in the plan of care</li> </ul> <p>State rationale for nursing actions by:</p> <ul style="list-style-type: none"> <li>➤ Correlating theoretical knowledge based on client's signs and symptoms and individual needs</li> <li>➤ Evaluating the outcome of nursing actions</li> </ul> <p>Monitor client status by:</p> <ul style="list-style-type: none"> <li>➤ Comparing client response to expected outcome of medical treatment</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss critical thinking and how it is incorporated into the care of the patient and the nursing care plan</li> </ul>
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		<ul style="list-style-type: none"> <li>➤ Finishing assignment correctly in a reasonable length of time</li> <li>➤ Assisting other members of the team</li> <li>➤ Leaving client and unit tidy after providing care</li> <li>➤ Reading charts and reference material when finished</li> <li>➤ Establishing priorities</li> <li>➤ Performing client care with a multiple client assignment</li> <li>➤ Re-arranging the plan of care when disruption occurs</li> </ul> <p>Adjust personal plan of care according to self-evaluation by:</p> <ul style="list-style-type: none"> <li>➤ Critiquing the effectiveness of care given</li> <li>➤ Assessing if short-term goals were met</li> <li>➤ Noting client's response to plan of care</li> </ul>	
<p><b>Clinical VI: Transition to Practice CLN 116 – 6 Credits – 180 Hours</b></p> <p>The transition to practice clinical rotation is a culmination of all prior theory and clinical experiences. Students will integrate the knowledge gained in Nursing Concepts and Nursing Seminar II to further their understanding of the responsibilities and challenges of the LPN within the healthcare system. An emphasis on the nursing concepts of advocacy, delegation, ethics, leadership, accountability, emergency preparedness and professionalism will be addressed within this rotation. Students will continue to care for a multiple client assignment, while focusing on plans of</p>	<p>#1 Under the direction of an RN or APRN, contributes data to the client's plan of care.</p>	<p>Synthesize potential and actual nursing problems by:</p> <ul style="list-style-type: none"> <li>➤ Analyzing relevant (biological and psychosocial) data from client's various medical records</li> <li>➤ Interpreting data and personal information to provide client care</li> <li>➤ Monitoring changes in client's orders</li> <li>➤ Making periodic evaluations, under the guidance of an RN or APRN, or a client's condition</li> <li>➤ Formulating nursing diagnosis with collaboration from an RN or APRN</li> </ul> <p>Develop therapeutic nursing measures for client care by:</p>	<ul style="list-style-type: none"> <li>● Discuss critical thinking and how it is incorporated into the care of the patient and the nursing care plan</li> </ul>



# STONE ACADEMY

### Behavior Health Assessment:

Cooperative     Uncooperative     Angry     Calm     Upset     Depressed  
 Behavior appropriate:     Yes     No    Describe: \_\_\_\_\_  
 Responses appropriate:     Yes     No    Describe: \_\_\_\_\_  
 Affect:     Full     Flat     Labile  
 Mood/Affect:     congruent     incongruent  
 Smoker:     No     Yes     Cigarette     Cigars    Amount: \_\_\_\_\_ #Years: \_\_\_\_\_  
 Alcohol use:     No     Yes    Type: \_\_\_\_\_ Amt: \_\_\_\_\_ #Years: \_\_\_\_\_  
 Street Drugs:     No     Yes    Type: \_\_\_\_\_ Amt: \_\_\_\_\_ #Years: \_\_\_\_\_

### Mental Status:

Awake/Alert     Oriented x \_\_\_\_\_     Disoriented x \_\_\_\_\_     Anxious  
 Unresponsive     Responds to verbal     Responds to Stimuli  
 Speech:     Normal     Non-Verbal     Aphasic     Combative     Abnormal     Forgetful-needs prompting/cues  
 Sleep Pattern:     Normal     Abnormal     Insomnia     Frequent napping     Other

Additional evaluations and/or explanation of abnormal findings:

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### Neurological Evaluation:

Glasgow Coma Scale (Circle the corresponding number)

Behavior	Response	Score	Behavior	Response	Score
Eye Opening Response	Spontaneous	4	Best motor Response	Obeys verbal commands	6
	To verbal command	3		Moves to localized pain	5
	To Pain	2		Flexion withdrawal to pain	4
	No response	1		Decorticate	3
				Decerebrate	2
				No response	1
Best Verbal Response	Oriented, conversing	5			
	Disoriented, conversing	4			
	Use of inappropriate words	3			
	Incomprehensible sounds	2			
	No response	1			
					Total:

Pupil size:    R: \_\_\_\_\_    L: \_\_\_\_\_  
 Reactions:    R: \_\_\_\_\_    L: \_\_\_\_\_  
 PERRLA     Yes     No    Describe: \_\_\_\_\_



# STONE ACADEMY

### Sensory Impairments:

- None     Speech     Swallowing     Visual     Hearing     Seizures  
 Gait disturbance     Unequal hand grasp     Numbness     Tingling     Other

Additional evaluations and/or explanation of abnormal findings:

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### Cardiovascular Evaluation

- Heart Rate:  Regular     Irregular     Tachycardia     Bradycardia  
 Peripheral Pulses:  Strong     Diminished     Absent    Describe: \_\_\_\_\_  
 Perfusion: Capillary refill:     <3 sec  >3 sec     Mottled     Cyanotic

Describe: \_\_\_\_\_

Edema: Foot/Ankle R \_\_\_\_\_ L \_\_\_\_\_  Pitting    Upper extremities R \_\_\_\_\_ L \_\_\_\_\_

Homan's Sign:  Negative     Positive    Describe: \_\_\_\_\_

Chest Pain:  No  Yes    Location/Describe: \_\_\_\_\_

Orthostatic Hypotension:  No  Yes    Describe: \_\_\_\_\_

Additional evaluations and/or explanation of abnormal findings:

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### Respiratory Evaluation:

- Airway:  Airway patent     Obstructed     Stridor  
 Breathing:  Spontaneous     Even     Labored     Labored on exertion     Shallow     Deep  
 Chest Expansion:     Symmetrical     Asymmetrical



# STONE ACADEMY

Cough: Productive:  No  Yes Describe: \_\_\_\_\_

Breath Sounds	Right (describe)	Left (describe)
Clear		
Diminished		
Absent		
Coarse/Rhonchi/Rattling		
Crackles/Rales		
Wheezing Inspiratory/ Expiratory		

Oxygen Delivery:  Room Air  Vent  Mask \_\_\_\_\_ %  NC \_\_\_\_\_ @ \_\_\_\_\_ liters  Suction  CPAP Other \_\_\_\_\_

Additional evaluations and/or explanation of abnormal findings:

\_\_\_\_\_  
\_\_\_\_\_

### Gastrointestinal Evaluation:

Mouth:  oral mucosa  teeth  Dentures: Partial/Full  Tongue  Oral Care

Abdomen:  Soft  Firm  Distended  Tender site: \_\_\_\_\_

Bowel Sounds:  Positive x \_\_\_\_\_  Absent  Hypoactive  Hyperactive

Incontinent:  No  Yes Date of last BM: \_\_\_\_\_

Bowel Pattern: \_\_\_\_\_

Complaints:  Constipation  Flatus  Nausea  Vomiting  Bleeding

Stool Occult blood:  Yes  No Describe: \_\_\_\_\_

Tubes:  NGT  GT/JT  Colostomy Describe: \_\_\_\_\_

Ileostomy Describe: \_\_\_\_\_  Other: \_\_\_\_\_

### Nutrition Evaluation:

Diet:  NPO  Reg  Soft  Clear  Liquid  Full Liquid Other: \_\_\_\_\_

Ability to eat:  Independent  Set-up with supervision  Assist  Complete feed

Appetite:  Good  Fair  Poor

Difficulty chewing:  Yes  No Describe: \_\_\_\_\_  Dysphagia

Tube feedings:  No  Yes Type: \_\_\_\_\_ Rate: \_\_\_\_\_ Bolus: \_\_\_\_\_

Tube feed supplements  No  Yes Describe: \_\_\_\_\_

Special Needs:  Thick it  Mechanical Devices Describe: \_\_\_\_\_

Aspiration Risk  No  Yes Describe: \_\_\_\_\_

Weight  Loss \_\_\_\_\_  Gain \_\_\_\_\_ in the past 6 months # of lbs. \_\_\_\_\_

Percent of Meal Consumed: Date: \_\_\_\_\_ B \_\_\_\_\_ L \_\_\_\_\_ D \_\_\_\_\_

Date: \_\_\_\_\_ B \_\_\_\_\_ L \_\_\_\_\_ D \_\_\_\_\_

Date: \_\_\_\_\_ B \_\_\_\_\_ L \_\_\_\_\_ D \_\_\_\_\_

Additional evaluations and/or explanation of abnormal findings:



# STONE ACADEMY

## Genitourinary Evaluation:

Urinating Yes No Clarity: \_\_\_\_\_ Color: \_\_\_\_\_

Catheter: Foley Straight S/P Tube: Size \_\_\_\_\_ Patent \_\_\_\_\_ Last changed \_\_\_\_\_

Incontinent: No Yes Burning: No Yes Bladder distension/Retention: No Yes

Hematuria: No Yes Nocturia: No Yes Anuria: No Yes

Discharge: No Yes Describe: \_\_\_\_\_

Additional evaluations and/or explanation of abnormal findings: \_\_\_\_\_

## Integumentary Evaluation:

Skin color: Normal for client Pale Cyanotic Flushed Jaundiced Mottled

Skin Character: Warm Cool Moist Dry

Skin Turgor: Skin lifts easily and snaps back Sluggish/Poor

Mucous Membranes: Moist intact Pink Red Dry Cracked Blistered Other

Describe: \_\_\_\_\_

Check those that apply and place code on picture: Describe Below:

Abrasion (A) \_\_\_\_\_

Amputation (AMP) \_\_\_\_\_

Burn (B) \_\_\_\_\_

Ecchymosis (E) \_\_\_\_\_

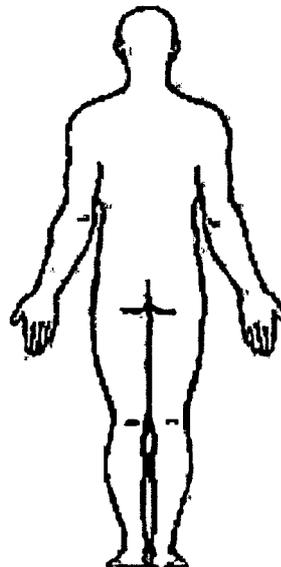
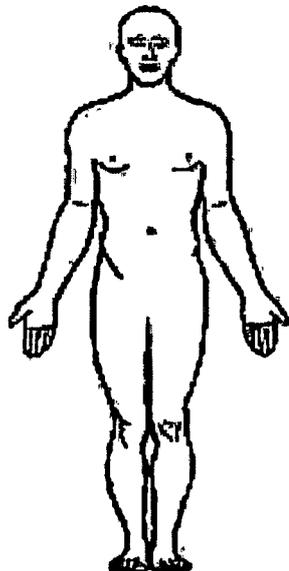
Hematoma (H) \_\_\_\_\_

Laceration (L) \_\_\_\_\_

Swelling(S) \_\_\_\_\_

Cyanosis (C) \_\_\_\_\_

Other: \_\_\_\_\_





# STONE ACADEMY

**Pain Evaluation:**

Pain: Acute      Chronic      No complaints

Currently has pain: No    Yes    Onset: \_\_\_\_\_      Location: \_\_\_\_\_

Description: Dull    Sharp    Cramping    Radiates \_\_\_\_\_

Pain Intensity: (scale 1-10) \_\_\_\_\_

Duration: Constant      Intermittent      Other

Precipitating factors: i.e. activity/physical therapy/dressing change \_\_\_\_\_

Pain relief measures: \_\_\_\_\_

Client response to intervention: \_\_\_\_\_

Additional evaluations and/or explanation of abnormal findings:

**Musculoskeletal Evaluation:**

ROM: Full    Limitations    Describe: \_\_\_\_\_

Muscle Weakness: No    Yes    Describe: \_\_\_\_\_

Mobility Status: Complete bed rest    OOB to Chair    OOB to W/C    Ambulatory

Requires assistance: No    Yes    Describe: \_\_\_\_\_

Assistive devices: Cane    Walker    Wheelchair    Bedside Commode    Prosthesis  
Other \_\_\_\_\_

Gait: Steady    Unsteady    Shuffling    Other: \_\_\_\_\_

**Extremity Movement:**

Arms: R:	<input type="checkbox"/> Normal	<input type="checkbox"/> Weakness		L:	<input type="checkbox"/> Normal	<input type="checkbox"/> Weakness	
	<input type="checkbox"/> Extension	<input type="checkbox"/> Flaccid	<input type="checkbox"/> Flexion		<input type="checkbox"/> Extension	<input type="checkbox"/> Flaccid	<input type="checkbox"/> Flexion
Legs: R:	<input type="checkbox"/> Normal	<input type="checkbox"/> Weakness	<input type="checkbox"/> Flexion	L:	<input type="checkbox"/> Normal	<input type="checkbox"/> Weakness	<input type="checkbox"/> Flexion
	<input type="checkbox"/> Extension	<input type="checkbox"/> Flaccid			<input type="checkbox"/> Extension	<input type="checkbox"/> Flaccid	

Additional evaluations and/or explanation of abnormal findings:

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# STONE ACADEMY

## Activities of Daily Living Evaluation:

Hygiene	<input type="checkbox"/> Self	<input type="checkbox"/> Assist <input type="checkbox"/> Schedule	<input type="checkbox"/> Complete
Activity	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Nutrition	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Toileting	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete

## Hygiene Evaluation:

<input type="checkbox"/> Bed Bath <input type="checkbox"/> Tub <input type="checkbox"/> Shower <input type="checkbox"/> Sitz	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Oral Care	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Skin Care	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete

Additional evaluations and/or explanation of abnormal findings:

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## Safety Evaluation:

Risk of falls/injuries: Yes No

Side Rails Up: Yes No N/A Describe: \_\_\_\_\_

Bed in lowest position: Yes No Call bell within reach at all times: Yes No N/A

Seizure Precautions: No Yes Interventions required: \_\_\_\_\_

Restrictive devices: No Vest Wrist Ankle Other: \_\_\_\_\_

Checked and removed: per facility policy  yes  no

Isolation: No Yes Type: \_\_\_\_\_

## Cultural Spiritual Evaluation:

Are there any spiritual, traditional, ethnic or cultural practices the client has? \_\_\_\_\_

If yes explain: \_\_\_\_\_

Additional evaluations and/or explanation of abnormal findings:

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# STONE ACADEMY

## Behavior Health Evaluation:

Cooperative     Uncooperative     Angry     Calm     Upset     Depressed  
 Behavior appropriate:     Yes     No    Describe: \_\_\_\_\_  
 Responses appropriate:     Yes     No    Describe: \_\_\_\_\_  
 Affect:     Full     Flat     Labile  
 Mood/Affect:     congruent     incongruent  
 Smoker:     No     Yes     Cigarette     Cigars    Amount: \_\_\_\_\_ #Years: \_\_\_\_\_  
 Alcohol use:     No     Yes    Type: \_\_\_\_\_ Amt: \_\_\_\_\_ #Years: \_\_\_\_\_  
 Street Drugs:     No     Yes    Type: \_\_\_\_\_ Amt: \_\_\_\_\_ #Years: \_\_\_\_\_

## Mental Status:

Awake/Alert     Oriented x \_\_\_\_\_     Disoriented x \_\_\_\_\_     Anxious  
 Unresponsive     Responds to verbal     Responds to Stimuli  
 Speech:     Normal     Non-Verbal     Aphasic     Combative     Abnormal     Forgetful-needs prompting/cues  
 Sleep Pattern:     Normal     Abnormal     Insomnia     Frequent napping     Other

Additional evaluations and/or explanation of abnormal findings:

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## Neurological Evaluation:

Glasgow Coma Scale (Circle the corresponding number)

Behavior	Response	Score	Behavior	Response	Score
Eye Opening Response	Spontaneous	4	Best motor Response	Obeys verbal commands	6
	To verbal command	3		Moves to localized pain	5
	To Pain	2		Flexion withdrawal to pain	4
	No response	1		Decorticate	3
				Decerebrate	2
				No response	1
Best Verbal Response	Oriented, conversing	5			
	Disoriented, conversing	4			
	Use of inappropriate words	3			
	Incomprehensible sounds	2			
	No response	1			
				Total:	

Pupil size:    R: \_\_\_\_\_    L: \_\_\_\_\_  
 Reactions:    R: \_\_\_\_\_    L: \_\_\_\_\_  
 PERRLA     Yes     No    Describe: \_\_\_\_\_



# STONE ACADEMY

**Extremity Movement:**

Arms: R:  Normal  Weakness  Extension  Flaccid  Flexion

L:  Normal  Weakness  Extension  Flaccid  Flexion

Legs: R:  Normal  Weakness  Flexion  Extension  Flaccid

L:  Normal  Weakness  Flexion  Extension  Flaccid

Additional evaluations and/or explanation of abnormal findings:

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**Activities of Daily Living Evaluation:**

Hygiene	<input type="checkbox"/> Self	<input type="checkbox"/> Assist <input type="checkbox"/> Schedule	<input type="checkbox"/> Complete
Activity	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Nutrition	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Toileting	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete

**Hygiene Evaluation:**

<input type="checkbox"/> Bed Bath <input type="checkbox"/> Tub <input type="checkbox"/> Shower <input type="checkbox"/> Sitz	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Oral Care	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete
Skin Care	<input type="checkbox"/> Self	<input type="checkbox"/> Assist	<input type="checkbox"/> Complete

Additional evaluations and/or explanation of abnormal findings:

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**Safety Evaluation:**

Risk of falls/injuries:  Yes  No

Side Rails Up:  Yes  No  N/A Describe: \_\_\_\_\_

Bed in lowest position:  Yes  No  Call bell within reach at all times:  Yes  No  N/A



# STONE ACADEMY

## Evaluation Form CLN115

Student Name: \_\_\_\_\_

Clinical Site: \_\_\_\_\_

Instructor Name: \_\_\_\_\_

Clinical Objectives	Comments	Pass	Fail
<b>Objective 1:</b> Collects holistic, relevant (biological and psychosocial), objective and subjective data from various sources (client, observations, healthcare team members, family and significant others, health care and electronic records), contributes to ongoing client evaluation.			
• Evaluates for adequate oxygenation			
• Evaluates for adequate circulation			
• Evaluates for adequate nutrition			
• Evaluates for adequate elimination			
• Recognizes the normal phase of normal life cycle			
• Identifies diagnoses and symptoms			
<b>Objective 2:</b> Plans client care based on nursing diagnoses, protocols, evaluation and evaluation data and client preferences.			
• Identifies nursing problems			
• Identifies therapeutic nursing measures for client's care			
<b>Objective 3:</b> Implements client care through performance of nursing interventions and therapeutic nursing measures.			
• Applies principles of asepsis while providing nursing care			
• Practices safety measures at all times			
• Performs specified nursing skills as taught within the realm of facility policies			
<b>Objective 4:</b> Evaluates client's response to nursing interventions and progress towards achievement of goals.			



# STONE ACADEMY

## Anecdotal Form CLN116

Student Name: \_\_\_\_\_

Clinical Site: \_\_\_\_\_

Instructor Name: \_\_\_\_\_

<b>Clinical Objectives STONE ACADEMY</b>  <b>Evaluation Form</b>  <b>CLN 116</b>  <b>Student Name: _____</b> <b>Clinical Site: _____</b> <b>Instructor Name: _____</b>	<b>Session # &amp; Dates</b>	<b>Comments</b>
<b>Objective 1:</b> Collects holistic, relevant (biological and psychosocial), objective and subjective data from various sources (client interview, observations, healthcare team members, family and significant others, health care and electronic records), contributes to ongoing client evaluation.		
<ul style="list-style-type: none"> <li>Evaluates for adequate oxygenation</li> </ul>		
<ul style="list-style-type: none"> <li>Evaluates for adequate circulation</li> </ul>		
<ul style="list-style-type: none"> <li>Evaluates for adequate nutrition</li> </ul>		
<ul style="list-style-type: none"> <li>Evaluates for adequate elimination</li> </ul>		
<ul style="list-style-type: none"> <li>Recognizes the normal phase of normal life cycle</li> </ul>		
<ul style="list-style-type: none"> <li>Identifies diagnoses and symptoms</li> </ul>		
<b>Objective 2:</b> Plans client care based on nursing diagnoses, protocols, evaluation and evaluation data and client preferences.		
<ul style="list-style-type: none"> <li>Identifies nursing problems</li> </ul>		
<ul style="list-style-type: none"> <li>Identifies therapeutic nursing measures for client's care</li> </ul>		
<b>Objective 3:</b> Implements client care through performance of nursing interventions and therapeutic nursing measures.		

**Criterion 13**

**Revisions**

Document	Repository
Syllabi (outlines)	Resource Drive
Evaluation Tools – Instructor Evaluations (done by students)	Campus Director's Offices
Clinical and Classroom Evaluation Tools	X and O drive on computer
Faculty Personnel Records	Campus Director's Offices
Faculty and Committee Meeting Minutes	Binder – PN Site Administrator's Office
Student Records	Assistant Program Manager's Offices (Registrar)
Student Health Records	Clinical Supervisor's Offices
Student Financial Records	Financial Aid Offices
Admissions Flyers and Materials	PN Admissions Representative's Offices
Official Publication of Nursing Education Program	Catalog and Advertising
Placement – Job Postings/Advertisements	Career Services Departments and Student Lounges
COVID-19 Policies, Procedures, and Information	Resource Drive and Stone Academy Website ( <a href="http://www.stone.edu">www.stone.edu</a> )

# PHONE CALLS/SCOPE OF PRACTICE QUESTIONS

## SUMMARY – MONTH: September 2021 (48 calls)

Answered with or without written documents

### APRNs 5 calls:

- 2-Request information on collaborative practice agreements. *Refer to the Department website, Practitioner Licensing and APRN Collaborative Agreements.*
- 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).*
- 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 10 calls:

- 5-Request a copy of the RN scope of practice. *Refer to the BOEN website and the CT NPA.*
- 4-RN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- Can a RN perform a patient physical medical examination? *No, refer to the BOEN website and the Connecticut NPA.*

### LPNs 10 calls:

- 5-Request a copy of the LPN scope of practice. *Refer to the BOEN website and the CT NPA.*
- 2-LPN requesting an update on license renewal application. *Refer to the Department’s licensing unit (provided e-mail address).*
- 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).*
- LPN attended a vocational technical school in CT, needs a copy of her school transcript as that program has since closed. *Refer to the CT Department of Higher Education.*
- A long-term care facility requesting information on a waiver for an LPN to work in the role of RN Supervisor (of the entire facility). *Refer the caller to the Facility Licensing & Investigations Section (FLIS) Manager- provided phone number & e-mail.*

### ULAP no calls.

### Schools 4 calls:

- Sacred Heart University: Does the program need to update the BOEN on increased enrollment? *No.*
- St. Francis University, PA: Does the BOEN or Department have oversight of post-licensure programs? *No.*

- Simmons University, School of Nursing: Does the BOEN or Department have oversight of post-licensure programs? *No.*
- Goodwin University: Request information about last BOEN review. *Provided date and the Department letter, dated 10/07/2016, from the Practitioner Licensing & Investigations Section Chief that effective 01/01/2017 the Department will no longer require five-year studies for Nursing programs with national accreditation.*

**Guidelines/Other 19 calls:**

- 11-In the process of setting up a Medical Spa requesting guidance. *Refer to the Medical Spa Statute, Connecticut General Statutes, Chapter 368ll, Section 19a-903 c.*
- 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).*
- 3-Nursing student complaint about program issues. *Refer to the school policy & procedure for grievances to submit a grievance (to the school), discuss the Public Forum portion of each BOEN meeting (may want to participate) and may want to send a complaint to the Office of Higher Education.*
- Request information about the scope of a Dietitian-Nutritionist. *Refer the caller to the Department's website, Practitioner Licensing, Alphabetical list-select "D", then Dietitian-Nutritionists and the Practice Act, Connecticut General Statutes, Chapter 384b Dietitian-Nutritionists for review.*
- Attorney request information on the Regulations pertaining to Telehealth providers. *Provided the caller with the CGS Chapter 368ll, Section 19a-906.*
- 2- NCSBN survey: Board approval of curriculum changes & self-reflective essay as a discipline requirement.

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

Kristin Brice, L.P.N.  
License No. 038597

Petition No. 2020-1239

**MEMORANDUM OF DECISION**

**I**

*Procedural Background*

On February 4, 2021, 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 that Kristin Brice ("Respondent") violated Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat."), subjecting Respondent's licensed practical nurse ("L.P.N.") license number 038597 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b), including, but not limited to §§ 20-99(b)(2) and/or 20-99(b)(5).

On February 4, 2021, the Department filed a Motion for Summary Suspension with the Board. Bd. Ex. 2. On February 17, 2021, the Board granted the Department's Motion for Summary Suspension. Bd. Ex. 3.

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 February 17, 2021, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered that Respondent's L.P.N. license be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). Bd. Ex. 3.

On February 17, 2021, the Summary Suspension Order, Charges and Notice of Hearing ("Notice"), were emailed to Respondent at kristin.brice624@yahoo.com., her email address of record on file with the Department.<sup>1</sup> The Notice informed Respondent that a hearing was scheduled for March 17, 2021. Bd. Ex. 4.

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<sup>1</sup> On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, and Executive Order No. 7M, the Commissioner of the Department issued an order modifying Conn. Agencies Regs. § 19a-9-18 to

On March 2, 2021, Respondent, through her attorney, filed an Answer to the Charges Bd. Ex. 5.

The hearing was held on March 17, 2021. Respondent appeared at the hearing and was represented by Attorney Dennis Mancini, from the law firm Ruane Attorneys at Law. Attorney Joelle Newton represented the Department. At the hearing, Respondent orally amended her Answer to the Charges, changing her answer for paragraph 5 from “deny” to “admit.” Transcript (“Tr.”) pp. 9-10.

The hearing was held on March 17, 2021. Respondent appeared at the hearing and was represented by Attorney Dennis Mancini. Attorney Joelle Newton represented 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, the Department alleges that Respondent of Shelton, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut L.P.N. license number 038597.
2. In paragraph 2 of the Charges, the Department alleges that in November 2017, the Board ordered a Consent Order, Petition No. 2015-1510, based in part, upon Respondent’s abuse of controlled substances. The Consent Order placed Respondent’s license on probation for two years and prohibited her from obtaining or using controlled substances. It also required her to undergo random urine drug screens which were to be negative for the presence of drugs and alcohol.
3. In paragraph 3 of the Charges, the Department alleges that in June 2018, Respondent’s license lapsed.
4. In paragraph 4 of the Charges, the Department alleges that in December 2019, Respondent’s license was reinstated pursuant to Reinstatement Consent Order, Petition No. 2019-1170, which placed Respondent’s license on probation for 14 months. The

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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.

Reinstatement Consent Order prohibited Respondent from obtaining or using controlled substances and required her to undergo random urine drug screens which were to be negative for the presence of drugs and alcohol.

5. In paragraph 5 of the Charges, the Department alleges that on or about October 16, 2020, Respondent abused and/or utilized opiates and/or hydrocodone to excess.
6. In paragraph 6 of the Charges, the Department alleges that on or about October 16, 2020, Respondent's urine drug screen tested positive for opiates and/or hydrocodone.
7. In paragraph 7 of the Charges, the Department alleges that Respondent's abuse and/or excessive use of opiates and/or hydrocodone does, and/or may, affect her practice of nursing.
8. In paragraph 8 of the Charges, the Department alleges that Respondent's conduct as described 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(2) and/or 20-99(b)(5).

### III

#### *Findings of Fact*

1. Respondent of Shelton, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut L.P.N. license number 038597. Bd. Ex. 5; Tr. pp. 9-10.
2. In November 2017, the Board issued a Consent Order in Petition No. 2015-1510, based in part, upon Respondent's abuse of controlled substances. The Consent Order placed Respondent's license on probation for two years and prohibited her from obtaining or using controlled substances. It also required her to undergo random urine drug screens which were required to be negative for the presence of drugs and alcohol. Bd. Ex. 5; Tr. pp. 9-10; Department ("Dept.") Ex. 1, pp. 32-43.
3. In June 2018, Respondent's L.P.N. license lapsed. Bd. Ex. 5; Tr. pp. 9-10.
4. In December 2019, Respondent's license was reinstated pursuant to the Reinstatement Consent Order, Petition No. 2019-1170, which placed Respondent's license on probation for 14 months. The Reinstatement Consent Order prohibited Respondent from obtaining or using controlled substances and required her to undergo random urine drug screens which were required to be negative for the presence of drugs and alcohol. Bd. Ex. 5; Tr. pp. 9-10; Dept. Ex. 1, pp. 5-16.
5. On or about October 16, 2020, Respondent abused and/or utilized opiates and/or hydrocodone to excess. Bd. Ex. 5; Dept. Ex. 1, pp. 20-21.

6. On or about October 16, 2020, Respondent's urine drug screen tested positive for opiates and/or hydrocodone. Dept. Ex. 1, pp. 22-25 (under seal); Tr. p. 10.
7. Respondent's abuse and/or excessive use of opiates and/or hydrocodone does, and/or may, affect her practice of nursing.

#### 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,

- (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; . . . (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 paragraph 7 of the Charges. However, the Board finds that the Department established by a preponderance of the evidence that Respondent's abuse and/or excessive use of opiates and/or hydrocodone does, and/or may, affect her practice of nursing. Findings of Fact ("FF") 1-7.

With respect to paragraph 1 of the Charges, Respondent of Shelton, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut L.P.N. license number 038597. FF 1.

With respect to the allegations contained in paragraph 2 of the Charges, the record establishes, and Respondent admits that in November 2017, the Board issued a Consent Order in Petition No. 2015-1510, based in part, upon Respondent's abuse of controlled substances. The Consent Order placed Respondent's license on probation for two years and prohibited her from

obtaining or using controlled substances. It also required her to undergo random urine drug screens which were required to be negative for the presence of drugs and alcohol. FF 2.

With respect to the allegations contained in paragraph 3 of the Charges, Respondent admits that in June 2018, her license lapsed. FF 3.

With respect to the allegations contained in paragraph 4 of the Charges, the record establishes, and Respondent admits that in December 2019, Respondent's license was reinstated pursuant to the Reinstatement Consent Order, Petition No. 2019-1170, which placed Respondent's license on probation for 14 months. The Reinstatement Consent Order prohibited Respondent from obtaining or using controlled substances and required her to undergo random urine drug screens which were required to be negative for the presence of drugs and alcohol. FF 4.

With respect to the allegations contained in paragraph 5 of the Charges, the record establishes, and Respondent admits that on or about October 16, 2020, Respondent abused and/or utilized opiates and/or hydrocodone to excess. FF 5.

With respect to the allegations contained in paragraph 6 of the Charges, the record establishes, and Respondent admits, that on or about October 16, 2020, Respondent's urine drug screen tested positive for opiates and/or hydrocodone. FF 6. Respondent credibly testified that on or about October 16, 2020, she was out with her elderly mother-in-law, helping her with her daily living activities. Tr. pp. 19-20. Respondent testified that she suffers from fibromyalgia pain, which is worse in her hip area. Tr. pp.18-19, 23. Due to the amount of walking Respondent did while assisting her mother-in-law, Respondent testified that she started to experience excruciating pain and was having difficulty walking. Tr. p. 18.

Respondent further testified that she did not have her pain medication with her and was in so much pain that she was almost in tears. Tr. pp. 18-19. As a result, Respondent took someone else's medication to alleviate her pain and to enable her to complete her errands with her elderly mother-in-law. Tr. pp. 19-20. Respondent took hydrocodone, a controlled substance which pursuant to the terms of her Reinstatement Consent Order, she is not permitted to ingest. On October 17, 2020, her drug screen result was positive for hydrocodone. Dept. Ex. 1, p. 24 (under seal). The Department met its burden of proof with respect to the allegations contained in paragraph 6 of the Charges.

With respect to the allegations contained in paragraph 7 of the Charges, the Department established by a preponderance of the evidence that Respondent's abuse and/or excessive use of opiates and/or hydrocodone does, and/or may, affect her practice of nursing. FF 7. In her testimony, Respondent denied that her positive test for hydrocodone does and/or may affect her nursing practice, claiming that the October 16, 2020 incident in which she ingested someone else's medication to alleviate her pain from excessive walking was a "one-time, one-off thing," which she would not repeat. However, the Board questioned Respondent's judgment in intentionally ingesting someone else's pain medication. Tr. pp. 20, 22-23 (under seal). Respondent acknowledged that taking someone else's pain medication was a mistake and was wrong. She also testified that she now brings her own pain medication with her when she is out so that an incident similar to the October 16, 2020 incident will not happen again. Tr. p. 20. She further testified that before doing a lot of walking, she now does leg lifts and stretches to manage her hip pain. Tr. pp. 26-27.

Despite Respondent's denial of the allegations in paragraph 7 of the Charges, the Department established by a preponderance of the evidence that Respondent's use or abuse of opiates and/or hydrocodone does, and/or may affect her practice of nursing.

The record establishes that since October 24, 2020, Respondent has had all negative urine screens. Resp. Ex. A, pp. 2-29 (under seal); Resp. Ex. B, pp. 2-3. As discussed above, Respondent has taken full responsibility for her poor judgment in October 2020, and credibly testified that she has taken measures to prevent a future lapse in judgment.

The record establishes that Respondent's use or abuse of hydrocodone on October 16, 2020 constitutes a violation of her December 18, 2019 Reinstatement Consent Order and Conn. Gen. Stat. § 20-99(b)(5), which prohibits the "abuse or excessive use of drugs, including alcohol, narcotics or chemicals." 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 probation. *See*, Conn. Gen. Stat. §§ 19a-17(a)(1), (2) and (5). Nonetheless, based on the totality of the evidence, and Respondent's subsequent negative urine drug screens since October 24, 2020, the Board finds that Respondent can practice nursing with reasonable skill and safety under the terms of this Order.

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 finds that the conduct alleged and proven warrants the disciplinary action imposed by this Order. Therefore, the Board hereby issues the following orders with respect to Respondent's L.P.N. license number 038597:

1. Respondent's license shall be on probation for two years. This Order replaces the December 18, 2019 Reinstatement Consent Order in Petition No. 2019-1170, in its entirety. Respondent's license will be subject to the terms and conditions listed below. If any of the conditions of probation are not met, Respondent's L.P.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17.
  - A. During the probationary period, 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 first year of the probationary period.
  - C. Respondent shall not administer, count, or have access to controlled substances, or have responsibility for such activities in the course of nursing duties during the first year of working as a nurse during the probationary period.
  - D. 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.
  - E. 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 every two months for the entire probationary period.

- F. The employer reports cited in Paragraph E 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 Q below.
- G. If Respondent's employment as a nurse is involuntarily terminated or suspended, Respondent and her employer shall notify the Department within 72 hours of such termination or suspension.
- H. 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 Q below.
- I. 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.
- J. 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.
- K. Respondent shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted quarterly for the first year and monthly for the second year of probation.
- L. The therapist reports cited in Paragraph K 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 Q below.

M. 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 the 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 substances; 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 as follows: on a *weekly* basis for the first 6 months of the probationary period, on a *monthly* basis for the next 12 months of the probationary period, and *weekly* for the last 6 months of the probationary period, for a total of 24 months.
- (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 Q below by Respondent's therapist, personal physician, or the testing laboratory.

- N. 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.
- O. 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.
- P. The Department must be informed in writing prior to any change of address.
- Q. 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 of 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 the most current address reported 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, Kristin Brice, and the Department of this decision.

Dated at Waterbury, Connecticut this \_\_\_\_\_ day of October 2021.

BOARD OF EXAMINERS FOR NURSING

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

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

Judith Cullen, RN  
License No. E41617

Petition No. 2020-763

**MEMORANDUM OF DECISION**

***Procedural Background***

On September 3, 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 Judith Cullen ("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 September 16, 2020, based on the allegations in the Charges and affidavits and reports attached to the Motion, the Board found that Respondent's continued practice as a nurse 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 September 17, 2020, the Motion, Charges, Summary Suspension Order, and Notice of Hearing were sent to Respondent. Bd. Ex. 1-3.

On October 6, 2020, Respondent filed an Answer to the Charges. Bd. Ex. 5

On October 21, 2020, the hearing was convened. Respondent appeared *pro se*. Transcript ("Tr.") pp. 5-7. Attorney Joelle Newton represented the Department. 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/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). To the extent the findings of fact actually represent conclusions of law, they should be so considered, and vice versa. *SAS Inst., Inc., v. S & H Computer Systems, Inc.*, 605 F. Supp. 816 (Md. Tenn. 1985).

### *Allegations*

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Waterbury, Connecticut is the holder of Connecticut RN license number E41617.
2. In paragraph 2 of the Charges, the Department alleges that on April 19, 2017, the Board issued a Memorandum of Decision in Petition Number 2016-1160 (“Order”) which reinstated Respondent’s RN license. The order required Respondent, in part, to a) submit to random urine screens, all of which must be negative.
3. In paragraph 3 of the Charges, the Department alleges that on or about June 30, 2020, Respondent abused and/or utilized to excess fentanyl and norfentanyl (“controlled substances”).
4. In paragraph 4 of the Charges, the Department alleges that on or about July 20, 2020, Respondent’s urine tested positive for controlled substances.
5. In paragraph 5 of the Charges, the Department alleges that Respondent’s conduct, as described above, constitutes a violation of the Order’s probationary terms and constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. § 20-99, including but not limited to § 20-99(b)(5).

### *Findings of Fact*

1. Respondent, of Waterbury, Connecticut is the holder of Connecticut RN license number E41617. Bd. Ex. 5.
2. On April 19, 2017, the Board issued a Memorandum of Decision in Petition Number 2016-1160 (“Order”) which reinstated Respondent’s RN license. The Order placed Respondent’s RN license on probation for four years and required Respondent, in part, to submit to random urine screens, all of which were required to be negative. Department (“Dept.”) Ex. 2, pp. 1-10; Bd. Ex. 5.
3. There is insufficient evidence to find that on or about June 30, 2020, Respondent abused, and/or utilized to excess, fentanyl and norfentanyl (“controlled substances”). Dept. Ex. 2, p. 8; Dept. Ex. 3, pp. 6, 7 (sealed); Transcript (“Tr.”) pp. 19, 20, 22, 23; Bd. Ex. 5
4. On July 20, 2020, Respondent’s urine tested positive for controlled substance. However, the evidence is insufficient to show that the test was reliable and, therefore, the evidence is insufficient to establish that Respondent used controlled substances. Dept. Ex. 2, p. 8; Dept. Ex. 3, pp. 6, 7 (sealed); Tr., pp. 19, 20, 22, 23; Bd. Ex. 5.
5. There is insufficient evidence to find that Respondent’s conduct was a violation of the Order’s probationary terms. Dept. Ex. 1, (pp. 1, 2, 4 and 5 sealed); Dept. Ex. 2; Dept. Ex. 3, (pp. 2, 3, 5-9, 16-25, 27-29 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 regard to allegations 1, 2 and 4, in part, of the Charges, but failed to meet its burden of proof as to allegation 3 of 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 admits to allegations 1, 2 and 4 of the Charges. Specifically, Respondent admits that she resides in Waterbury, Connecticut and holds Connecticut RN license number E41617. Respondent further admits that on April 19, 2017, the Board issued the Order which reinstated her RN license and required her to submit to random urine screens, all of which were required to yield negative results. Lastly, Respondent admits that on July 20, 2020, her urine tested positive for controlled substances. Bd. Ex. 5; Respondent (“Resp.”) Ex. 1. However, Respondent denies allegation 3 of the Charges, alleging that she abused and/or utilized to excess controlled substances. Bd. Ex. 5; Resp. Ex. 1; Tr., pp. 11-19.

Respondent testified that she has been clean and sober for over eight years, has been compliant with the conditions of her probation, and has been very serious and dedicated to her recovery. Resp. Ex. 1; Resp. Ex. 2 (sealed); Resp. Ex. 3 (sealed); Resp. Ex. 4 (sealed); Tr., pp. 10, 11, 14, 15. She testified that she has no idea why her July 20, 2020 urine screen was positive for controlled substances, given that she has had hundreds of urines screens since 2016, all of which were negative and all of her urine screens after July 20, 2020, have likewise been negative. Resp. Ex. 2 (sealed); Tr., p. 11. Respondent testified that she submitted a urine screen on July 10, 2020 that yielded a negative result. Resp. Ex. 2; Tr., p. 12 (sealed). Respondent stated she did not knowingly or intentionally take fentanyl, and she did not relapse. Tr., pp. 13, 16. She further testified that she believes the validity of the results are questionable because they are not FDA approved. Resp. Ex. 2 (sealed); Tr., pp. 13, 18-19.

The Board finds Respondent’s testimony to be credible. Tr., pp. 13, 18-21.

The April 19, 2017 Order specified that positive drug screens be confirmed by Gas Chromatograph Mass Spectrometer. There is no evidence that Gas Chromatograph Mass Spectrometer testing was conducted on Respondent's June 30, 2020 urine specimen. Dept. Ex. 2, p. 8; Dept. Ex. 3, pp. 6, 7 (sealed). Respondent's urine specimen was collected on June 30, 2020, but the specimen was not tested until July 7, 2020, eight days later. Dept. Ex. 3, pp. 6, 7 (sealed). The Board finds this lengthy delay in testing Respondent's urine sample and the lack of evidence demonstrating that Gas Chromatograph Mass Spectrometer was used to confirm Respondent's positive urine test result, troubling and accordingly grants little weight to the reliability of the urine screen results. Dept. Ex. 3, pp. 6, 7 (sealed); Tr., pp. 19, 20, 22, 23.

### ***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 and 20-99, the Board concludes that the Department failed to sustain its burden of proof to demonstrate that Respondent violated the terms of her probation. The Board finds that Respondent's license number E41617 to practice as a registered nurse in the State of Connecticut warrants no disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b)(5). This order further provides that:

1. Respondent shall continue her period of probation under the terms of April 19, 2017 Order.<sup>1</sup>
2. This Memorandum of Decision becomes effective upon signature.

The Board of Examiners for Nursing hereby informs Respondent, Judith Cullen, 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

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<sup>1</sup> Following fact finding, Respondent's summary suspension, ordered September 16, 2020, was vacated by unanimous vote of the Board. (See fact finding minutes)

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

Erin K. Fitzpatrick, L.P.N.

Petition No. 2020-330 and  
Petition No. 2020-1015

License No. 037560

**MEMORANDUM OF DECISION**

**I**

*Procedural Background*

On August 28, 2020, the Department of Public Health ("Department") filed a Motion for Summary Suspension ("Motion") (Board ("Bd.") Exhibit ("Ex.") 2) and a Statement of Charges (Bd. Ex. 1) with the Board of Examiners for Nursing ("Board") in Petition Number 2020-330. Bd. Ex. 2. The Statement of Charges alleges violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Erin K. Fitzpatrick ("Respondent") which would subject Respondent's licensed practical nurse ("L.P.N.") license number 037560 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

Based on the allegations in the Statement of 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 that Respondent's L.P.N. license be summarily suspended pending a final determination by the Board of the allegations contained in the Statement of Charges ("Summary Suspension Order"). Bd. Ex. 3.

On September 17, 2020, the Statement of Charges, Notice of Hearing ("Notice"), and Summary Suspension Order were sent to the Respondent's counsel, Attorney Cody Guarnieri, by electronic mail to his email address, [cguarnieri@bpslawyers.com](mailto:cguarnieri@bpslawyers.com). Bd. Ex. 4.

The hearing was scheduled to convene on January 20, 2021.

On December 29, 2020, Respondent filed an Answer to the Statement of Charges in Petition Number 2020-330. Bd. Ex. 5. On January 7, 2021, Respondent's counsel requested a continuance, which the Board granted on January 11, 2021. Bd. Ex. 6. The hearing was rescheduled to April 21, 2021, at 9:00am. Bd. Ex. 6.

On March 5, 2021, the Department filed a second Statement of Charges with the Board in Petition Number 2020-1015, alleging that Respondent violated the Summary Suspension Order from Petition Number 2020-330. Bd. Ex. 7. Subsequently, the Department filed a Motion to Consolidate Petition No. 2020-330 ("First Petition") with Petition No. 2020-1015 ("Second

Petition”). Bd. Ex. 8. The First Petition concerned allegations of Respondent’s substance abuse and improper record keeping. Bd. Ex. 1. The Second Petition concerned allegations of Respondent’s violation of the terms of the Board’s Summary Suspension Order in the First Petition. Bd. Ex. 7. In its motion, the Department argued that combining the two petitions would provide economy of the Board’s time and resources and an efficient resolution of the two petitions. Bd. Ex. 8.

On March 11, 2021, the Board granted the Department’s Motion to Consolidate. Bd. Ex. 8.

On March 29, 2021, the Respondent filed an Answer to the Statement of Charges (“Charges”) in the Second Petition. Bd. Ex. 9.

On April 21, 2021, the Board held the hearing. Transcript (“Tr.”) p. 1. At the hearing, Respondent was represented by Attorney Cody Guarnieri and the Department was represented by Attorney Linda Fazzina. Tr. p. 2. Following the close of the record on April 21, 2021, 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*

#### **Petition Number 2020-330**

##### ***Count One***

1. In paragraph one of the Charges, the Department alleges that Respondent of Lisbon, Connecticut is, and has been at all times referenced in these Charges, the holder of Connecticut licensed practical nurse number 037560.
2. In paragraph two of the Charges, the Department alleges that in or about March, April, and/or May 2020, Respondent abused or utilized to excess alcohol and/or cocaine.
3. In paragraph three of the Charges, the Department alleges that Respondent’s abuse and/or excessive use of alcohol and/or cocaine does, and/or may, affect her practice as a nurse.
4. In paragraph four of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to the Conn. Gen. Stat. § 20-99, including but not limited to:
  - a. § 20-99(b)(4); and/or
  - b. § 20-99(b)(5).

**Count Two**

5. In paragraph five of the Charges, the Department alleges that paragraph one is incorporated herein by reference as if set forth in full.
6. In paragraph six of the Charges, the Department alleges that at all relevant times, Respondent was employed as a nurse at Norwichtown Rehabilitation and Care Center in Norwich, Connecticut (hereinafter “NRCC”).
7. In paragraph seven of the Charges, the Department alleges that on one or more occasions in or about February and/or March 2020, while working as a nurse at NRCC, Respondent failed to completely, properly, and/or accurately document medical records in connection with the administration of a controlled substance to one or more residents.
8. In paragraph eight of the Charges, the Department alleges that the above facts constitute grounds for disciplinary action pursuant to the Conn. Gen. Stat. § 20-99(b), including, but not limited to § 20-99(b)(2).

**Petition Number 2020-1015**

1. In paragraph one of the Charges, the Department alleges that Respondent of Lisbon, Connecticut is, and has been at all times referenced in these Charges, the holder of Connecticut licensed practical nurse number 037560.
2. In paragraph two of the Charges, the Department alleges that on September 16, 2020, the Board issued a Summary Suspension Order in Petition No. 2020-330 that summarily suspended Respondent’s license number 037560 to practice nursing.
3. In paragraph three of the Charges, the Department alleges that from on or about September 16, 2020, until on or about September 28, 2020, Respondent practiced nursing at a Hartford Healthcare urology practice without having a valid nursing license and in contravention of the Summary Suspension Order in Petition No. 2020-330.
4. In paragraph four of the Charges, the Department alleges that Respondent’s conduct as described above constitutes violations of Conn. Gen. Stat. § 20-99(b) and the terms of the Summary Suspension Order issued in Petition in No. 2020-330, 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)(2) and/or § 20-99(b)(6).

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**III**  
***Findings of Fact***

**Petition Number 2020-330 (First Petition)**

1. Respondent of Lisbon, Connecticut is, and has been at all times referenced in these Charges, the holder of Connecticut L.P.N. license number 037560. Bd. Ex. 5.
2. At all relevant times, Respondent was employed as a nurse at Norwichtown Rehabilitation and Care Center in Norwich, Connecticut (hereinafter “NRCC”). Bd. Ex. 5.
3. On one or more occasions in or about February and/or March 2020, while employed as a nurse at NRCC, Respondent failed to completely, properly, and/or accurately document medical records in connection with the administration of a controlled substance to one or more residents. Bd. Ex. 5.
4. In or about March, April, and/or May 2020, Respondent abused or utilized to excess alcohol and/or cocaine. Bd. Ex. 5.
5. On April 22, April 28, May14, May 22 and May 28, 2020, Respondent had positive urine screen tests for cocaine and alcohol. Dept. Ex. 1, pp. 68-69 (under seal).
6. Respondent’s abuse and/or excessive use of alcohol and/or cocaine does, and/or may, affect her practice as a nurse. Bd. Ex. 5.

**Petition Number 2020-1015 (Second Petition)**

1. Respondent of Lisbon, Connecticut is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut L.P.N. number 037560. Bd. Ex. 9.
2. On September 16, 2020, the Board issued a Summary Suspension Order in Petition No. 2020-330 that summarily suspended Respondent’s license number 037560. Bd. Ex. 9.
3. From on or about September 16, 2020, until on or about September 28, 2020, Respondent practiced nursing at a Hartford Healthcare urology practice without having a valid nursing license and in contravention of the Summary Suspension Order in Petition No. 2020-330. Bd. Ex. 9.

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#### 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 that were filed in the First and Second Petitions.

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; . . . (4) emotional disorder or mental illness; (5) abuse or excessive use of drugs, including alcohol, narcotics, or chemicals; (6) fraud or material deception in the course of professional services or activities.

#### **Petition Number 2020-330 (First Petition)**

The Department sustained its burden of proof, and Respondent admitted, to all of the allegations contained in the Charges in the First Petition. Findings of Fact (“FF”) 1-6.

Respondent admitted to the allegations contained in paragraph two of the Charges. FF 4. Specifically, on April 22, April 28, May 14, May 22 and May 28, 2020, Respondent had positive urine screen test results for cocaine and alcohol. FF 5.

Respondent also admitted to the allegations contained in paragraph seven of the Charges. Specifically, the record establishes that on one or more occasions in or about February and/or March 2020, while working as a nurse at NRCC, Respondent failed to completely, properly, and/or accurately document medical records in connection with the administration of a controlled substance to one or more residents. FF 3.

Therefore, the Department proved by a preponderance of the evidence that Respondent’s abuse and/or excessive use of alcohol and/or cocaine does, and/or may, affect her practice as a nurse. FF 6.

The record establishes that Respondent’s use or abuse of alcohol and cocaine constitutes a violation of Conn. Gen. Stat. § 20-99(b)(5), which prohibits the “abuse or excessive use of drugs, including alcohol, narcotics or chemicals.” Also, the record establishes that Respondent’s failure to document medical records in connection with the administration of a controlled

substance to one or more residents at NRCC is a failure to conform to the accepted standards of the nursing profession and constitutes a violation of Conn. Gen. Stat. § 20-99(b)(2), which prohibits “illegal conduct, incompetence or negligence in carrying out usual nursing functions.”

Thus, Respondent’s admitted conduct, in conjunction with the Department’s sustaining its burden of proof, renders Respondent’s license subject to disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b)(2), 20-99(b)(5) and 19a-17.

### **Petition Number 2020-1015 (Second Petition)**

The Department sustained its burden of proof, and Respondent admitted, to all of the allegations contained in the Charges in the Second Petition Number. Findings of Fact (“FF”) 1-3.

The record establishes that on September 16, 2020, the Board issued a Summary Suspension Order in Petition No. 2020-330 that summarily suspended Respondent’s license number 037560. FF 2.

The record further establishes that from on or about September 16, 2020, until on or about September 28, 2020, Respondent practiced nursing at a Hartford Healthcare urology practice without having a valid nursing license and in contravention of the Summary Suspension Order in the First Petition. FF 3. Such misconduct is a violation of Conn. Gen. Stat. § 20-99(b)(6) which prohibits “fraud or material deception in the course of professional services or activities.” In her Answer to the Charges, Respondent claimed that she misunderstood the implications of a Summary Suspension Order and worked in her position for less than two weeks. Bd. Ex. 9. Respondent further claimed that she has not worked in the medical field since September 28, 2020. *Id.* Nonetheless, Respondent’s admitted conduct, in conjunction with the Department sustaining its burden of proof, renders Respondent’s license subject to disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b)(2), 20-99(b)(6) and § 19a-17.

### ***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 and 20-99, the Board hereby finds that the conduct alleged and proven in each petition is severable and each proven count warrants the disciplinary action imposed by this Order. Accordingly, the Board hereby orders the following with respect to Erin Fitzpatrick’s L.P.N. license number 037560:

1. With respect to Petition No. 2020-1015, the Second Petition, Respondent's license number 037560 to practice as a licensed practical nurse in the State of Connecticut is hereby reprimanded.
2. Concurrently, with respect to Petition No. 2020-330, the First Petition, Respondent's license shall be placed on probation for a period of four years under the terms and conditions listed below. If any of the conditions of probation are not met, Respondent's L.P.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 for the entire 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. Respondent shall not administer, count, or have access to controlled substances, or have responsibility for such activities in the course of nursing duties during the first year of working as a nurse during the probationary period.
  - E. 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, and the report shall be due commencing on the first business day of the month following employment as a nurse. Employer reports shall be submitted monthly during the first and fourth years of probation, and quarterly during the second and third years of probation.
  - F. The employer reports cited in Paragraph E 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 R below.
  - G. 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.

- H. 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 R below.
- I. 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 period of probation. Respondent shall engage in therapy on a monthly basis for the first and fourth years and on a quarterly basis for the second and third years of the probationary period.
- J. 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.
- K. Respondent shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted monthly during the first and fourth years of probation, and quarterly during the second and third years of probation.
- L. The therapist reports cited in Paragraph K 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 R below.
- M. 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 for Respondent;
- b. A list of controlled substance(s) prescribed by other providers;
- c. An evaluation of Respondent's need for the controlled substances; and
- d. An assessment of Respondent's continued need for the controlled substance(s).

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

(4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs. 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 R below, by Respondent's therapist, personal physician, or the testing laboratory.

- N. 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.
- O. 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 and/or alcohol screen is positive for opiates and/or morphine and/or alcohol, the ingestion of poppy seeds, mouthwash over the counter cough suppressants and/or cold/flu remedies shall not constitute a defense to such positive screen.
- P. During the entire probationary period, Respondent shall attend “anonymous” or non-anonymous support group meetings eight to ten times per month and shall provide monthly reports to the Department of her record of attendance at such meetings.
- Q. The Department must be informed in writing prior to any change of address.
- R. 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  
Healthcare Quality and Safety Branch  
410 Capitol Avenue, MS #12HSR  
P. O. Box 340308  
Hartford CT 06134-0308

- 3. 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 the most current address Respondent has reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.

4. 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.

This Order becomes effective on the date of signature.

The Board informs Respondent, Erin K. Fitzpatrick, and the Department of this decision.

Dated at Waterbury, Connecticut this \_\_\_\_\_ day of October 2021.

BOARD OF EXAMINERS FOR NURSING

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

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

Allison Krawza, R.N.  
License No. 169597

Petition No. 2020-580

**MEMORANDUM OF DECISION**

***Procedural Background***

On December 23, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for ("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 registered nurse license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b). Bd. Ex. 1.

On February 1, 2021, the Charges and Notice of Hearing ("Notice") were sent by electronic mail ("e-mail") to allison.k@comcast.net, Respondent's e-mail address of record on file with the Department.<sup>1</sup> Bd. Ex. 2, 3. The Notice informed that the hearing was scheduled for March 17, 2021 at 9:00 a.m. On March 17, 2021 at 6:59 a.m., Respondent was provided the video link and phone number to attend the hearing via video conference. Bd. Ex. 4.<sup>2</sup> The Notice and video link sent via e-mail were not returned as undeliverable.

The hearing was held as scheduled via TEAMS video conference, on March 17, 2021. Respondent failed to appear and was not represented by counsel. Attorney Linda Fazzino represented the Department. Transcript ("Tr.") pages ("pp.") 1-11.

Each member of the Board involved in this decision attests that he/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).

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<sup>1</sup> Pursuant to May 27, 2020 Order of the Commissioner of the Department of Public Health, "Section 19a-9-18 of the Regulations of Connecticut State Agencies is modified to permit delivery of notices of hearing to be 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."

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.

<sup>2</sup> The e-mail providing the video link is hereby identified and entered into the record as Bd. Ex. 4.

*Allegations*

1. In paragraph 1 of the Charges, the Department alleges that Respondent of Waconia, Minnesota is, and has been at all times referenced in the Charges, the holder of Connecticut registered nurse license number 169597.
2. In paragraph 2 of the Charges, the Department alleges that on or about June 4, 2020, the Minnesota Board of Nursing (“the Minnesota Board”) suspended Respondent’s Minnesota license(s) to practice nursing based, in part, upon Respondent’s substance use disorder and noncompliance with Minnesota’s Health Professionals Services Program (“HPSP”). The Minnesota Board stayed said suspension upon Respondent’s compliance with certain requirements outlined in a Stipulation and Consent Order between Respondent and the Minnesota Board of Nursing Review Panel, which include, without limitation, that Respondent comply with all the terms of her HPSP Participation Agreement and for a minimum of fifteen (15) months.
3. In paragraph 3 of the Charges, the Department alleges that in or about December 2019, Respondent abused and/or utilized to excess alcohol.
4. In paragraph 4 of the Charges, the Department alleges that Respondent’s abuse, and/or excess use, of alcohol does and/or may affect her practice as a nurse.
5. In paragraph 5 of the Charges, the Department alleges that on or about June 15, 2020, Respondent failed to report a disciplinary action on her Connecticut license renewal application.
6. In paragraph 6 of the Charges the Department alleges that that the above facts constitute grounds for disciplinary action pursuant to Connecticut General Statute § 20-99(b) including, but not limited to § 20-99(b)(1) and/or 20-99(b)(5);

*Findings of Fact*

1. The Department provided Respondent with reasonable and adequate written notice of the March 17, 2021 hearing and the allegations contained in the Charges. Bd. Ex. 1-3.
2. On March 17, 2021, the Board convened the scheduled hearing. Respondent did not appear at the hearing, nor did she request a continuance. Bd. Ex. 3; Tr., pp. 1-11.
3. Respondent did not file an Answer to the Charges. Tr., p. 4
4. The factual allegations contained in paragraphs 1 through 6 of the Charges are deemed admitted and true. Bd. Ex. 1; Tr., p. 4.

*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 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: . . . (1) Fraud or material deception in procuring or attempting to procure a license to practice nursing . . . (5) abuse or excessive use of drugs, including alcohol, narcotics or chemicals: . . .

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. Bd. Ex. 1; Tr., p. 4. 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. Bd. Ex. 1; Department (“Dept.”) Ex. 1, pp. 1, 5, 6, 17-23; Dept. Ex. 1, pp. 2-4, 7-16 (sealed); Dept. Ex. 2; Tr., p. 4. Specifically, a preponderance of the evidence establishes that Respondent resides in Waconia, Minnesota and holds Connecticut registered nursing license number 169597. (Dept. Ex. 1, pp. 1, 5, 6, 17-23; Dept. Ex. 1, pp. 2-4, 7-16 (sealed); Bd. Ex. 3). On June 4, 2020, the Minnesota Board suspended Respondent’s Minnesota license(s) to practice nursing based, in part, upon Respondent’s substance use disorder and noncompliance with Minnesota’s HPSP. The Minnesota Board stayed said suspension upon Respondent’s compliance with certain requirements outlined in a Stipulation and Consent Order entered into between Respondent and the Minnesota Board of Nursing Review Panel, which included, without limitation, that Respondent comply with all the terms of her HPSP Participation Agreement for a minimum of fifteen (15) months. (Dept. Ex. 1,

pp. 7-16; Dept. Ex. 2). In or about December 2019, Respondent abused, and/or utilized to excess, alcohol in violation of Conn. Gen. Stat. § 20-99(b)(5). (Dept. Ex. 1, pp. 1, 5, 6, 17-23; Dept. Ex. 1, pp. 2-4, 7-16 (sealed); Dept. Ex. 2). Respondent's abuse, and/or excess use, of alcohol does and/or may affect her practice as a nurse in violation of Conn. Gen. Stat. § 20-99(b)(5). (Dept. Ex. 1, pp. 1, 5, 6, 17-23; Dept. Ex. 1, pp. 2-4, 7-16 (sealed); Dept. Ex. 2). On June 15, 2020, Respondent failed to report a disciplinary action on her Connecticut license renewal application in violation of Conn. Gen. Stat. § 20-99(b)(1). (Dept. Ex. 1, pp. 2-3 (sealed); Dept. Ex. 1, pp. 17-19).

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)(1), 20-99(b)(5) 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 169597 held by Allison Krawza, R.N., as follows:

1. Respondent's license number 169597 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, Allison Krawza 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**

Lourdes Mercado, L.P.N.  
License No. 036248

Petition No. 2019-1074<sup>1</sup>  
Petition No. 2020-1131

**MEMORANDUM OF DECISION**

**I**

***Procedural Background***

On December 10, 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 Lourdes Mercado ("Respondent") which would subject Respondent's licensed practical nurse ("L.P.N.") license no. 036248 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

On December 16, 2020, the Department filed a Motion for Summary Suspension 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 December 16, 2020, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered that Respondent's L.P.N. license be summarily suspended pending a final determination by the Board of the allegations contained in the Charges ("Summary Suspension Order"). *Id.*

On December 17, 2020, the Department emailed the Charges, Summary Suspension Order, and Notice of Hearing to Respondent via her email address of record on file with the Department.<sup>2</sup> The Notice of Hearing informed Respondent that a hearing was scheduled to be held by video teleconference on January 20, 2021. Bd. Ex. 3.

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<sup>1</sup> At the January 20, 2021 hearing, the Department withdrew paragraph 4 from the Statement Charges and removed the references to Petition No. 2019-1074 from the heading of the Statement of Charges. Transcript ("Tr.") pp. 90-92.

<sup>2</sup> On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, the Commissioner of the Department ordered that Conn. Agencies Regs. § 19a-9-18 be 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 Hearing was held on January 20, 2021. Respondent was present but was not represented by legal counsel. Attorney Brittany Petano represented the Department. Tr. pp. 4-5.

On February 4, 2021, the Board voted to vacate the Summary Suspension of Respondent's L.P.N. license number 036248, which had been ordered on December 16, 2020.

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 Willimantic, Connecticut, is, and has been at all times referenced in the Statement of Charges, the holder of Connecticut L.P.N. license number 036248.
2. In paragraph 2 of the Charges, the Department alleges that on August 14, 2019, the Board issued a Memorandum of Decision ("Decision") in Petition Number 2016-1279 that placed Respondent's license on probation for two years. Such disciplinary action was based upon Respondent's violations of a previous Decision finding that Respondent diverted oxycodone tablets, failed to document completely, properly and/or accurately Medical Administration Records, and falsified one or more Controlled Substance Disposition Records.
3. In paragraph 3 of the Charges, the Department alleges that Respondent violated the Decision in Petition Number 2016-1279, in one or more of the following ways:
  - a. On or about August 11, 2020, Respondent returned to the practice of nursing without pre-approval from the Department, as required by paragraph 1B;
  - b. Respondent failed to provide her employer with a copy of the Decision within 30 days of the commencement of employment, as required by paragraph 1D;
  - c. Respondent failed to provide monthly employer reports from her supervisor, as required by paragraph 1E;
  - d. Respondent failed to notify the Department of her involuntary termination from her nursing employment as required by paragraph 1G; and/or
  - e. Respondent failed to notify the Department prior to changing her address, as required by paragraph 1J.

4. In paragraph 4 of the Charges,<sup>3</sup> the Department alleges that on or about March 6, 2019, at a hearing before the Board, Respondent admitted and/or testified to one or more of the following:
  - a. Respondent has substance abuse issues;
  - b. Respondent sought treatment for substance abuse; and/or
  - c. Respondent was placed on methadone.
5. In paragraph 5 of the Charges, the Department alleges that Respondent's conduct as described above constitutes grounds for disciplinary action pursuant to the Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

### III

#### *Findings of Fact*

1. Respondent of Willimantic, Connecticut, is, and has been at all times referenced in the Charges, the holder of Connecticut L.P.N. license number 036248. Tr. p. 10.
2. On August 14, 2019, the Board issued a Decision in Petition Number 2016-1279 that placed Respondent's license on probation for two years. Such disciplinary action was based upon Respondent's violations of a previous Decision in Petition Number 2015-512, issued on August 3, 2016, in which there was a finding that Respondent had diverted oxycodone tablets, failed to document completely, properly and/or accurately Medical Administration Records, and falsified one or more Controlled Substance Disposition Records. Tr. pp. 10-11; Department ("Dept.") Ex. 1, pp. 10-18.
3. On August 1, 2020, Respondent violated paragraph 1B in the Decision in Petition Number 2016-1279 when she returned to the practice of nursing without obtaining the Department's prior approval. Tr. pp. 11-12, 24-27, 29-30; Dept. Ex. 1, pp. 2, 6-7, 10-11.
4. Respondent violated paragraph 1G in the Decision in Petition Number 2016-1279 when she failed to notify the Department of her involuntary termination from her nursing employment. Tr. pp. 26-27, 30-32; Dept. Ex. 1, pp. 7, 11; Respondent ("Resp.") Ex. A (under seal).
5. Respondent violated paragraph 1J in the Decision in Petition Number 2016-1279 when she failed to notify the Department prior to changing her address. Tr. pp. 23-26, 40, 45-46, 83-85, 87, 96-97; Dept Ex. 1, pp. 2, 6-7, 19.
6. There is insufficient evidence to establish that Respondent failed to provide her employer with a copy of the Decision in Petition Number 2016-1279 within 30 days of the

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<sup>3</sup> At the hearing, the Department moved to amend the Charges by withdrawing paragraph 4 from the Charges. The Board granted the Department's motion to amend the Charges and withdraw paragraph 4 from the Charges. Tr. pp. 90-92. As such, there are no findings of fact, discussion, or conclusions regarding the allegations in paragraph 4.

commencement of her employment, as required in paragraph 1D in the Decision in Petition Number 2016-1279. Resp. Ex. A (under seal); Tr. pp. 52-54, 59-62, 66, 69, 72.

7. There is insufficient evidence to establish that Respondent failed to provide monthly employer reports from her supervisor to the Department as required in paragraph 1E in the Decision in Petition Number 2016-1279. Resp. Ex. A (under seal); Tr. pp. 52-54, 2-73, 77-81.

#### 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).

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....

Conn. Gen. Stat. § 20-99(b) sets forth specific conduct which fails to conform to the accepted standards of the nursing profession and also makes clear that nonconforming conduct is not limited to the behavior identified in the subsection. Pursuant to Conn. Gen. Stat. § 19a-17(a), the Board is authorized to impose discipline on a licensed practitioner upon the finding of good cause.

With respect to the allegations in paragraphs 1 through 3 of the Charges, Respondent admits all of the Charges alleged in paragraphs 1, 2, and 3a. However, Respondent denies the Charges alleged in paragraphs 3b through 3e. Tr. pp. 11-12. The Board finds that the Department sustained its burden of proof by a preponderance of the evidence with respect to the Charges in paragraphs 1, 2, 3a, 3d and 3e; but failed to meet its burden of proof with respect to the Charges alleged in paragraphs 3b and 3c. Findings of Fact (“FF”) 1-7.

With respect to the allegation in paragraph 1 of the Charges, Respondent admitted that, at all times referenced in the Charges, she was the holder of Connecticut L.P.N. license number 036248. FF 1.

With respect to the allegations in paragraph 2 of the Charges, the record establishes, and Respondent admits, that on August 14, 2019, the Board issued a Decision in Petition Number

2016-1279 that placed Respondent's license on probation for two years. Such disciplinary action was based upon Respondent's violations of a previous Decision in Petition Number 2015-512, issued on August 3, 2016, in which there was a finding that Respondent diverted oxycodone tablets, failed to document completely, properly and/or accurately Medical Administration Records, and falsified one or more Controlled Substance Disposition Records. FF 2. Thus, the Department sustained its burden of proof with respect to the Charges alleged in paragraph 2.

With respect to the allegation in paragraph 3a of the Charges, the record establishes, and Respondent admits, that on August 11, 2020, Respondent violated paragraph 1B in the Decision in Petition Number 2016-1279, when she returned to the practice of nursing without obtaining the Department's prior approval. FF 3. The record establishes that in August 2020, Respondent returned to Connecticut to begin employment for a nursing job but failed to notify the Department of such employment and did not request approval from the Department prior to commencing such employment in accordance with paragraph 1B in the Decision in Petition Number 2016-1279. Tr. p. 30. The Department's nurse consultant in the monitoring unit testified that on November 13, 2020, she learned from a secondary source, rather than directly from Respondent, that Respondent had started a job in a Connecticut nursing home in August 2020 without obtaining the Department's prior approval. Tr. pp. 26-27. Therefore, the Department sustained its burden with respect to the allegation in paragraph 3a of the Charges.

With respect to the allegation in paragraph 3b of the Charges, there is insufficient evidence to establish that Respondent failed to provide her employer with a copy of the Decision in Petition Number 2016-1279 within 30 days of the commencement of her employment, as required in paragraph 1D in the Decision in Petition Number 2016-1279. FF 6. While Respondent's former employer did not notify the Department in writing within 30 days of Respondent's commencement of employment that they had received a copy of the Decision in Petition Number 2016-1279, the record establishes that Respondent had informed her former employer of her probation and its terms and reporting requirements, and that her former employer had committed to filing the employer reports on her behalf. Resp. Ex. A (under seal). Although her former employer did not file the reports as required (Tr. pp. 30-31), the Department failed to sustain its burden of proof by a preponderance of the evidence that Respondent violated paragraph 1D in the Decision in Petition No. 2016-1279.

With respect to the allegation in paragraph 3c of the Charges, there is insufficient evidence to establish that Respondent failed to provide monthly employer reports from her supervisor to the Department, as required in paragraph 1E of the Decision in Petition Number 2016-1279. FF 7. Although Respondent's former employer's Human Resources Director did not testify at the hearing, she provided a written statement regarding Respondent's employment at the nursing home. In her unsworn statement, the Human Resources Director reported that the assistant director of nursing services ("ADNS"), the director of nursing services ("DNS"), and she were all aware of the Decision in Petition No. 2016-1279 and its probationary requirements. The Human Resources Director further reported that Respondent's former ADNS assured her that she would submit the required employer reports to the Department on Respondent's behalf. The Human Resources Director reported that she did not follow up with the ADNS to confirm that the employer reports were being submitted to the Department. The Human Resources Director's written statement also indicated that she was not notified that the reports were not being prepared and submitted to the Department. Resp. Ex. A (under seal). Although the Department's nurse consultant testified that she had never received any employer reports on Respondent's behalf (Tr. p. 31), the Board finds that it was the responsibility of the former Human Resources Director, not Respondent's, to follow-up with the ADNS, and to ensure that employer reports were being timely filed with the Department on Respondent's behalf, as required by the terms and conditions of Respondent's probation. Thus, the Department failed to sustain its burden of proof as to allegation 3c of the Charges.

With respect to the allegation in paragraph 3d of the Charges, the Department established by a preponderance of the evidence that Respondent violated paragraph 1G in the Decision in Petition Number 2016-1279, when she failed to notify the Department of her involuntary termination from her nursing employment. FF 4. The Department's nurse consultant testified that she learned from Respondent's former employer, and not from Respondent, that Respondent's employment was terminated during her probationary period. Tr. p. 27.

With respect to the allegation in paragraph 3e of the Charges, the Department established by a preponderance of the evidence that Respondent violated paragraph 1J in the Decision in Petition Number 2016-1279, when she failed to notify the Department prior to changing her address. FF 5.

The record establishes that Respondent was inconsistent, and sometimes unresponsive, in her communication, both oral and written, with the Department's nurse consultant. Sometime after Respondent's probation went into effect in September 2019, Respondent moved to Pennsylvania. On November 4, 2019, Respondent notified the Department that she was currently working in Pennsylvania in a non-nursing job. Dept. Ex. 1, p. 2. The terms of Respondent's probation were stayed while Respondent resided in Pennsylvania until October 1, 2020. Dept. Ex. 1, pp. 6-7, 10-11.

On October 1, 2020, the Department resumed Respondent's probation and mailed the monitoring documents and other required reporting forms to Respondent at her address in Pennsylvania. *Id.* On October 2, 2020, the Department also emailed the same forms to Respondent's email address of record. *Id.* Despite the fact that Respondent had moved back to Connecticut in August 2020, as of October 8, 2020, Respondent's electronic records still indicated a Pennsylvania address. Dept. Ex. 1, p. 3. It was not until October 30, 2020, that the Department learned from second-hand information that Respondent was working in a L.P.N. position at a nursing home in Connecticut. Thus, the Department established by a preponderance of the evidence that Respondent violated paragraph 1J of the Decision in Petition Number 2016-1279 when she failed to notify the Department prior to changing her address.

The record establishes, and the Board concludes, that Respondent failed to notify the Department prior to her change of address, failed to notify the Department of her return to Connecticut, failed to obtain the Department's approval prior to commencing her employment as a nurse in Connecticut, and failed to notify the Department of the involuntary termination of her employment as a nurse within 72 hours of such termination. The Board finds that such conduct, violated paragraphs 1B, 1G, and 1J of the terms and conditions of her probation, as specified in the Decision in Petition Number 2016-1279, and constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b).

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***Order***

Based on the record in this case, the above findings of fact, and conclusions of law, the Board hereby enters, with respect to license number 036248 held by Lourdes Mercado, the following Order which replaces the terms and conditions of the Order issued in Petition Number 2016-1279 in its entirety:

1. Respondent's license number 036248 to practice as a licensed practical nurse in the State of Connecticut is hereby reprimanded.
2. Respondent's license shall be placed on probation for a period of two years under the following terms and conditions. If any of the conditions of probation are not met, Respondent's L.P.N. license may be subject to disciplinary action pursuant to Conn. Gen. Stat. § 19a-17. Respondent's terms of probation are as follows:
  - A. During the first six months of the probationary period, Respondent, at her expense, shall successfully complete the following courses with the Department's prior approval: (1) professional ethics, (2) medication administration, (3) time management, and (4) eight hours of one-on-one supervised medication administration.
  - B. Within 30 days of completion of each course above, Respondent shall provide proof to the satisfaction of the Department of her successful completion of the course. Certification of successful completion of the supervised medication administration training shall be submitted to the Department at the address cited in Paragraph L below.
  - C. During the period of probation, the Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession.
  - D. 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.
  - E. 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.

- F. 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 monthly throughout the entire probationary period.
- G. The employer reports cited in Paragraph F 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 L below.
- H. 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.
- I. 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 L below.
- J. The Department must be informed in writing prior to any change of mailing address or email address.
- K. In the event Respondent is not employed as a nurse for periods of 30 consecutive days or longer, she shall notify the Department in writing. In such case, the terms regarding submission of employer reports and the completion of eight hours of one-on-one supervised medication administration shall be held in abeyance and shall not count in reducing the probationary period covered by this Order. During such time period(s), Respondent shall not be responsible for complying with the terms of probation of this Order. In the event Respondent resumes the practice of nursing, she shall provide the Department with 15 days prior written notice.
- L. 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  
Healthcare Quality and Safety Branch  
410 Capitol Avenue, MS #12HSR  
P. O. Box 340308  
Hartford CT 06134-0308

3. 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 the most current address reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department).

This Order becomes effective on the date of signature.

The Board hereby informs Respondent, Lourdes Mercado, and the Department of this decision.

Dated at Waterbury, Connecticut this \_\_\_\_\_ day of October 2021.

BOARD OF EXAMINERS FOR NURSING

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

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

Daniel O'Brien, R.N.  
License No. 125254

Petition No. 2018-791

**MEMORANDUM OF DECISION**

**I**

*Procedural Background*

On December 14, 2020, the Department of Public Health ("Department") filed a Statement of Charges ("Charges") with the Board of Examiners for Nursing ("Board"). The Charges allege violations of Chapter 378 of the Connecticut General Statutes ("Conn. Gen. Stat.") by Daniel O'Brien, R.N. ("Respondent") which would subject Respondent's registered nurse license 125254 to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17, 20-99(b)(4), and 20-99(b)(5). Board ("Bd.") Exhibit ("Ex.") 1.

On February 12, 2021, the Charges, and a Notice of Hearing ("Notice") were sent to Respondent's email address of record at [kamicwind@yahoo.com](mailto:kamicwind@yahoo.com).<sup>1</sup> Bd. Ex. 2. The Notice informed that a hearing was scheduled for April 21, 2021. Bd. Ex. 2.

On April 13, 2021, Respondent's counsel requested a continuance of the April 21, 2021 hearing. The Board granted the continuance, without objection from the Department, to May 19, 2021. Bd. Ex 3; Tr. p. 4.

The hearing was held on May 19, 2021. Respondent was neither present nor represented by counsel<sup>2</sup> during the hearing. Tr. p. 3. Attorney Diane Wilan represented the Department.

Respondent did not file an Answer to the Charges. Tr. pp. 6-7.

At the hearing, the Department moved orally on the record to deem the allegations admitted. Tr. pp. 7-8.

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<sup>1</sup> On May 27, 2020, in accordance with the Governor's Executive Order No. 7B, Executive No. 7K, or Executive Order No. 7M, the Commissioner of the Department of Public Health ordered the modification of Conn. Agencies Regs. § 19a-9-18 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.

<sup>2</sup> On April 22, 2021, Attorney Ellen Costello filed with the Department a withdrawal of appearance letter. Bd. Ex. 4; Tr. p. 4.

Given that the record is devoid of any evidence that Respondent did not receive Notice of the hearing that had been sent via email, the Board granted the Department's Motion. Tr. pp. 3-4. 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, the Department alleges that Respondent of Portland, Connecticut is, and has been at all times, as referenced in the Charges, the holder of Connecticut registered nurse license number 125254.
2. In paragraph 2 of the Charges, the Department alleges Respondent has been diagnosed with alcohol abuse, severe, and generalized anxiety disorder.
3. In paragraph 3 of the Charges, the Department alleges that Respondent has plead guilty to Illegally Operating a Motor Vehicle Without an Ignition Device and was sentenced to 30 days in jail, for an offense which occurred on or about September 28, 2019.
4. In paragraph 4 of the Charges, the Department alleges that Respondent entered into an Interim Consent Order ("ICO") with the Department on or about August 10, 2018.
5. In paragraph 5 of the Charges, the Department alleges that Respondent's abuse of alcohol and/or emotional disorder does, and/or may, affect his ability to practice as a registered 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)(4) and/or 20-99(b)(5).

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### III

#### *Findings of Fact*

1. On February 12, 2021, the Charges and Notice were sent via email to Respondent's email address of record on file with the Department. The record is devoid of any evidence that the email was not delivered. Respondent had reasonable and adequate written notice of the hearing and the allegations contained in the Charges.
2. On April 13, 2021, Respondent's attorney requested a continuance of the April 21, 2021 hearing. Bd. Ex. 3.
3. On April 14, 2021, the Board granted the continuance request and continued the hearing to May 19, 2021. Bd. Ex. 3; Tr. p. 4.
4. On April 22, 2021, Respondent's counsel filed a withdrawal of appearance. Bd. Ex 4; Tr. p. 4.
5. Respondent did not appear at the hearing on May 19, 2021 and was not represented by legal counsel. Tr. p. 3.
6. The factual allegations contained in paragraphs 1 through 5 of the Charges are deemed admitted and true. Tr. pp. 6-8.

### 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, 739-740 (2013).

The Department sustained its burden of proof with regard to 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: . . . (4) emotional disorder or mental illness; (5) abuse or excessive use of drugs, including alcohol.

Pursuant to Conn. Gen. Stat. §§ 20-99(b)(4) and (5), the Board is authorized to discipline the license of a nurse who fails to conform to the accepted standards of practice of the nursing profession, including, but not limited to emotional disorder or mental illness; and/or abuse or excessive use of drugs, including alcohol.

Since Respondent did not file an Answer, the allegations are deemed admitted. *See*, Conn. Agencies Regs. § 19a-9-20. Therefore, the Department has established by a preponderance of the evidence that Respondent's diagnosis of severe alcohol abuse and generalized anxiety disorder affects his ability to practice nursing safely. Dept. Ex. 1, pp. 1-2 (under seal).

The record establishes that on August 10, 2018, Respondent entered into an ICO with the Department and his license was suspended temporarily pending an investigation of his conduct and treatment of his diagnosed conditions. Dept. Ex. 1, p. 2 (under seal). At the time of the hearing, the ICO was still in effect and Respondent's license remained under suspension. Tr. p. 8.

The record further establishes that Respondent has suffered multiple relapses in his sobriety and recovery efforts after he signed the ICO, as evidenced by Respondent's binge drinking, positive urine screens for alcohol and convictions for driving under the influence. Dept. Ex. 1, pp. 2-5 (under seal).

In addition, on September 28, 2019, Respondent was arrested and charged with Illegally Operating a Motor Vehicle Without an Ignition Device. Respondent subsequently plead guilty to this charge and was sentenced to 30 days in jail. In March 2020, Respondent served his 30-day prison sentence. Dept. Ex. 1, p. 334. At that time, the Department did not know that Respondent was incarcerated. Dept. Ex. 1, p. 5 (under seal).

Although the 2018 ICO ordered Respondent to submit negative urine screens and provide therapy records and 12-step meeting attendance logs to the Department, Respondent has not been in contact with the Department since July 2019, despite the numerous attempts the Department has made to reach him by telephone and/or email. Dept. Ex. 1, pp. 4-5 (under seal). Therefore, with no treatment records demonstrating consistent sobriety and recovery, the Department has established by a preponderance of the evidence that Respondent's abuse of alcohol and/or emotional disorder does, and/or may, affect his ability to practice as a registered nurse.

Thus, the Board concludes that Respondent's conduct as deemed to be admitted and true constitutes grounds for disciplinary action pursuant to Conn. Gen. Stat. §§ 20-99(b)(4) and 20-99(b)(5) and 19a-17.

***Order***

Based on the record in this case, the above findings of fact and conclusions of law, the Board orders that Daniel O'Brien's R.N. license number 125254 is **revoked**.

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

The Board hereby informs Respondent, Daniel O'Brien, and the Department of this Decision.

Dated at Waterbury, Connecticut this \_\_\_\_\_ day of October 2021.

BOARD OF EXAMINERS FOR NURSING

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

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

Natalie Primini, L.P.N.  
License No. 034112

Reinstatement Request

**MEMORANDUM OF DECISION**

**I**

***Procedural Background***

On March 12, 2013, 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 Natalie Primini ("Petitioner"), which would subject Petitioner's licensed practical nurse ("L.P.N.") license to disciplinary action pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99(b). Bd. Ex. 1.

On April 3, 2013, the Department filed a Motion for Summary Suspension ("Motion") with the Board, which was granted. Bd. Ex. 2.

Based on the allegations in the Charges, the Board found that Petitioner's continued nursing practice presented a clear and immediate danger to public health and safety. Accordingly, on April 3, 2013, pursuant to Conn. Gen. Stat. §§ 4-182(c) and 19a-17(c), the Board ordered that Petitioner's L.P.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 April 17, 2013, Petitioner appeared at the hearing. She was not represented by an attorney. Attorney Diane Wilan represented the Department. Transcript ("Tr.") 4/17/13, p. 4. The Board granted Petitioner's request for a continuance. Tr. 4/17/13, pp. 5-6.

On April 19, 2013, the hearing was rescheduled to convene on June 5, 2013. Bd. Ex. 4.

On June 5, 2013, the Board granted Petitioner's request for a second continuance. The hearing was rescheduled to convene on September 18, 2013. Bd. Ex. 6.

On September 17, 2013, Attorney Joseph Summa filed an appearance on Petitioner's behalf and requested a six-month continuance to permit Petitioner to seek medical treatment.

Bd. Ex. 8. The Board granted the request, and the hearing was continued until March 19, 2014.  
Bd. Ex. 7.

On May 7, 2014, following a number of additional continuance requests, all of which were granted by the Board, the Board held the hearing. Neither Petitioner nor her attorney was present. Attorney Diane Wilan represented the Department. Tr. 5/7/14, p. 2.

Given that Petitioner did not file an Answer to the Charges (Tr. 5/7/14, pp. 5-6), Attorney Wilan orally moved to deem the allegations admitted. Tr. 5/7/14, pp. 6-7. The Board granted the motion. Tr. 5/7/14, p. 7.

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

Based on the record in the case filed in Petition No. 2013-69, the Board ordered the revocation of Petitioner's license number 034112 to practice as a L.P.N. in the State of Connecticut. Revocation of the license was effective on August 20, 2014.

On June 29, 2019, Petitioner requested a hearing before the Board, seeking reinstatement of her L.P.N. license. Petitioner ("Pet.") Ex. 1. The Department did not file an objection to Petitioner's request for a hearing.

Pursuant to Petitioner's request for a reinstatement hearing, the Board mailed Petitioner, via her email address of record with the Department ([natprimini@comcast.net](mailto:natprimini@comcast.net)) a Notice of Hearing ("Notice") dated September 15, 2020. Bd. Ex. 1. The Notice informed Petitioner that the hearing was scheduled for November 18, 2020. *Id.*

On November 10, 2020, the Department notified Petitioner by email that the hearing was rescheduled to January 20, 2021. *Id.*

On January 20, 2021, the Board held a hearing on Petitioner's request for reinstatement of her L.P.N. license. Petitioner was present via video/teleconference and was self-represented. Attorney Diane Wilan represented the Department.

On January 20, 2021, Petitioner requested a continuance in order to provide the Department with records that were not filed in time for the January 20, 2021 hearing. Tr. 1/20/2021, pp. 11-21. The continuance was granted to March 17, 2021. Tr. 1/20/2021, pp. 22-24, 30.

On March 17, 2021, the hearing reconvened. Petitioner was present via video/teleconference. Attorney Diane Wilan represented the Department. Tr. 3/17/2021, p. 3.

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

Each member of the Board 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

### *Findings of Fact*

Based on the testimony given and the exhibits offered into evidence, the Board makes the following findings of fact:

1. Petitioner previously held Connecticut L.P.N. license number 034112. Dept. Ex. 1.
2. During December 8 through December 10, 2012, Petitioner, while working as a L.P.N. at Masonic Healthcare administered acetaminophen to a patient instead of Percocet, as prescribed; failed to follow proper medication administration procedures; and/or failed to completely, properly and/or accurately document medical or hospital records. Dept. Ex. 1, p. 4; Tr. 1/20/2021, p. 6.
3. On August 20, 2014, the Board issued an Order revoking Petitioner's L.P.N. license based on Petitioner's failure to conform to the accepted standards of the nursing profession when she engaged in illegal conduct, incompetence, or negligence in carrying out her usual nursing functions. *Id.*
4. On June 29, 2019, Petitioner requested a hearing before the Board, seeking reinstatement of her L.P.N. license. Pet. Ex. 1.
5. Petitioner submitted documentation in support of her request for the reinstatement of her L.P.N. license. The documents included Petitioner's self-assessment essays (Pet. Ex. 1, 3), a reference letter from her employer, for the seventh month period from December 2018 to May 3, 2019, recommending reinstatement of Petitioner's license (Pet. Ex. 2), a prescription drug taper plan (Pet. Ex. 4, under seal), treatment records and drug test results from 11/1/13 through 6/25/2021 Pet. Ex. 5-12 (under seal). Tr. 1/20/2021, pp. 4-5; Tr. 3/17/2021, pp. 6-11.
6. Petitioner was a credible witness. Tr. 3/17/2021, pp. 14-16.
7. The Board finds that Petitioner presented sufficient and credible evidence to satisfy her burden of proof that she is able to resume nursing and practice with reasonable skill and safety.

### III

#### *Discussion and Conclusions of Law*

Conn. Gen. Stat. § 19a-17(e) provides, in pertinent part, that the Board “may reinstate a license that has been suspended or revoked if after a hearing, such board . . . is satisfied that the practitioner . . . is able to practice with reasonable skill and safety to patients, customers, or the public in general. As a condition of reinstatement, the board or commission or the department may impose disciplinary or corrective measures authorized under this section.”

The Petitioner has the burden of satisfying the Board that she is able to practice nursing with reasonable skill and safety. At the hearing, the Department had no objections to Petitioner’s request for reinstatement of her license. The Board finds that Petitioner presented sufficient and credible evidence to satisfy her burden of proof that she is able to resume nursing and practice with reasonable skill and safety. Findings of Fact (“FF”) 2-7.

Prior to the hearing, Petitioner was informed that she would be required to provide evidence at the reinstatement hearing that documented the “outcomes of [her] efforts toward recovery” over an extended period of time. Bd. Ex. 1. The Petitioner was also advised that such evidence should include all of the following:

- 1) Documentary or testimonial evidence from her therapist documenting a lengthy period of drug/alcohol free status documented by therapy reports, evidencing her ability to administer safe nursing care, including the administration of controlled substances;
- 2) personal references documenting her emotional health and work habits;
- 3) documentary or testimonial evidence from current and past employers documenting her ability to carry out assigned duties responsibly and accurately and her potential for functioning safely and effectively as a nurse; and
- 4) documentation of Petitioner’s participation in support groups and support of a sponsor, as well as the outcome of her participation in such support groups, if applicable.

*Id.*

At the hearing, Petitioner submitted documentation in support of her request for the reinstatement of her license. The documents included Petitioner’s self-assessment essays (Pet. Ex. 1, 3), a reference letter from her employer, for the seven-month period from December 2018

to May 3, 2019, recommending reinstatement of Petitioner's license (Pet. Ex. 2), a prescription drug taper plan (Pet. Ex. 4, under seal), treatment records and drug test results from 11/1/13 through 6/25/2021. Pet. Ex. 5-12 (under seal). Tr. 1/20/2021, pp. 4-5; Tr. 3/17/2021, pp. 6-11. FF 5.

In her December 14, 2019 personal assessment essay, Petitioner wrote that in 2011 she began to self-medicate with pain medication for depression and anxiety, for which she sought treatment in 2013. Pet. Ex. 3, p. 1 (under seal). She also stated that she accepts full responsibility for her actions which lead to the revocation of her L.P.N. license. Pet. Ex. 3, pp. 2- 3 (under seal).

At the hearing, Petitioner credibly testified that she has been clean and sober for the past seven years and all of her drug screens have been negative. Tr. 1/20/2021 pp. 7-8. Petitioner also testified that she takes her sobriety seriously and has grown a lot since 2012. She testified that she "knows that it [her sobriety] is not something that you can just stop doing." Tr. 3/1/2021, p. 16. Currently, Petitioner has two jobs, one working as a tech or scribe in an ophthalmology practice (Tr. p. 1/20/2021, p. 9), and the other as a part time position as a direct support professional, working with patients with intellectual disabilities, mental challenges, and autism. Pet. Ex. 1, p. 3. She attends a monthly women's support group, and regularly participates in individual and group therapy and counseling. Tr. 3/17/2021, p. 15.

Petitioner has assured the Board that she is prepared to take any required retraining or L.P.N. refresher courses and to sit for the NCLEX exam. She plans to continue her formal education and obtain a R. N. license in the future. Pet. Ex. 1, p. 4; Pet. Ex. 3, p. 2 (under seal).

As noted in the Findings of Fact and the foregoing discussion, the Board finds that Petitioner has presented relevant and credible evidence to sustain her burden of proof that she is able to resume the practice of nursing with reasonable skill and safety, pursuant to the Order below.

#### **IV**

#### ***Order***

Pursuant to Conn. Gen. Stat. §§ 19a-17 and 20-99, the Board hereby orders that Petitioner's, Natalie Primini's, L.P.N. license number 034112 is hereby reinstated under the following terms and conditions:

1. Petitioner's L.P.N. license shall be placed on probation for a period of two years under the terms and conditions listed below. If any of the conditions of probation are not met, Petitioner's L.P.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 Petitioner's employment and/or change of employment within the nursing profession.
  - B. Petitioner 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.
  - C. If employed as a nurse, Petitioner 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 during the entire probationary period.
  - D. The employer reports cited in Paragraph C above shall include documentation of Petitioner'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.
  - E. Should Petitioner's employment as a nurse be involuntarily terminated or suspended, Petitioner and her employer shall notify the Department within 72 hours of such termination or suspension.
  - F. Petitioner shall successfully complete course work in a licensed practical nurse refresher program, and successfully passing of the NCLEX-LPN examination. Within 30 days of successful completion of the course work and NCLEX-LPN examination, Petitioner shall provide proof to the satisfaction of the Department of such completion.
  - G. If Petitioner pursues further training in any subject area that is regulated by the Department, Petitioner shall provide a copy of this Decision to the educational institution or, if not an institution, to Petitioner'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, Petitioner shall engage in therapy and counseling for chemical dependency with a licensed or certified therapist, approved by the Department, during the entire period of probation.
- I. Petitioner 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. Petitioner shall cause evaluation reports to be submitted to the Department by her therapist during the entire probationary period. Therapist reports shall be submitted monthly for the entire probationary period.
- K. The therapist reports cited in Paragraph P above shall include documentation of dates of treatment, and an evaluation of Petitioner'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. Submit to observed random urine screens as follows:
  - (1) At her expense, Petitioner 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) Petitioner 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, Petitioner shall cause the provider prescribing the controlled substance(s) to submit monthly 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 the provider for Petitioner;
- b. A list of controlled substance(s) prescribed by other providers;
- c. An evaluation of Petitioner's need for the controlled substances;
- d. An assessment of Petitioner's continued need for the controlled substance(s).

- (3) There must be at least one weekly random alcohol/drug screen during the entire probationary period.
- (4) Random alcohol/drug screens shall be negative for the presence of alcohol and drugs. 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 Petitioner's therapist, personal physician, or the testing laboratory.
- M. Petitioner 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. Petitioner shall not abuse and/or excessively use any drugs that are prescribed for a legitimate medical purpose.

- N. Petitioner 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/or 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/or 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 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 Petitioner has violated this Order will subject Petitioner 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 Petitioner's address of record which is deemed to be the most current address reported 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 Petitioner, Natalie Primini, and the Department of this Decision.

Dated at Waterbury, Connecticut this \_\_\_\_\_ day of October 2021.

BOARD OF EXAMINERS FOR NURSING

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

## SUMMARY SUSPENSION COVER SHEET

In re: Donna Duncan, R.N.

Petition No. 2020-1231

1. Donna Duncan of Goshen, Connecticut (hereinafter "respondent") was issued license number E37186 on July 9, 1975. She graduated from Meriden Wallingford Hospital School of Nursing in 1975.
2. On or about April 17, 2019, the Connecticut Board of Examiners for Nursing (hereinafter "the Board") ordered a Consent Order in Petition Number 2018-761 which placed respondent's license on probation for three (3) years based on respondent's admission that she abused and/or utilized to excess alcohol, and that her abuse and/or excess use of alcohol does, and/or may, affect her ability to practice as a licensed practical nurse.
3. Said Consent Order became effective on May 1, 2019, and required, in part, respondent to:
  - a. attend therapy and provide quarterly reports;
  - b. attend support group meetings and provide quarterly reports; and/or
  - c. submit to observed random urine screens for drugs and alcohol.
4. On or about September 2020 to present, respondent failed to attend therapy and/or submit therapy reports.
5. On or about November 2020 to present, respondent failed to attend support group meetings and/or submit support group attendance logs.
6. On or about December 10, 2020, and/or December 21, 2020, respondent's urine screens tested positive when she failed to submit to a random urine tests when requested to do so by the screening monitor.
7. From approximately December 21, 2020 to the present, respondent failed to submit to random urine screens.
8. For the foregoing reasons, the Department believes that respondent's continued practice as a nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's license until a full hearing on the merits can be held.

**CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition.**

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

In re: Donna Duncan, R.N.

Petition No. 2020-1231

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with the General Statutes of Connecticut §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Donna Duncan to practice nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and belief that the continued practice of nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 1st day of October 2021.



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Christian D. Andresen, MPH, CPH, Section Chief  
Healthcare Quality and Safety Branch

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

In re: Donna Duncan, R.N.

Petition No. 2020-1231

**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 Donna Duncan:

1. On April 17, 2019, the Connecticut Board of Examiners for Nursing (hereinafter "the Board") ordered a Consent Order in Petition Number 2018-761 (hereinafter "Consent Order") that placed respondent's registered nurse license on probation for a period of three (3) years. Such disciplinary action was based upon respondent's abuse and/or utilization to excess of alcohol.
2. Said Consent Order became effective on May 1, 2019, and required, in part, respondent to:
  - a. attend therapy and provide quarterly reports;
  - b. attend support group meetings and provide quarterly reports; and/or
  - c. submit to observed random urine screens for drugs and alcohol.
3. On or about September 2020 to present, respondent failed to attend therapy and/or submit therapy reports.
4. On or about November 2020 to present, respondent failed to attend support group meetings and/or submit support group attendance logs.
5. On or about December 10, 2020, and/or December 21, 2020, respondent's urine screens tested positive when she failed to submit to a random urine tests when requested to do so by the screening monitor.
6. From approximately December 21, 2020 to the present, respondent failed to submit to random urine screens.
7. Respondent's conduct as described above constitutes violations 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 the General Statutes of Connecticut, §§19a-17 and 20-99(b).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by the General Statutes of Connecticut, §§20-99(b) and 19a-17, revoke or order other disciplinary action against the license of Donna Duncan as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 1st day of October 2021.



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

## SUMMARY SUSPENSION COVER SHEET

In re: Danielle Howley, LPN

Petition No. 2021-557

1. Danielle Howley of Bethel, Connecticut (hereinafter "respondent") graduated from Henry Abbott Vocational-Technical School and was issued a licensed practical nurse license in 2004.
2. Respondent has not been previously disciplined.
3. From on or about April 7, 2021 through May 25, 2021, respondent provided homecare nursing services and/or had a healthcare provider relationship with patient #1 who was cognitively impaired and subject to a conservatorship.
4. During the above-referenced time, respondent violated the standard of care when she:
  - a. inappropriately touched patient #1;
  - b. engaged in sexual contact with patient #1;
  - c. sexually abused patient #1; and/or,
  - d. failed to maintain appropriate professional boundaries.
5. For the foregoing reasons, the Department believes that respondent's continued practice as a licensed practical nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's license until a full hearing on the merits can be held.

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

In re: Danielle Howley, LPN

Petition No. 2021-557

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") moves in accordance with Connecticut General Statutes §§4-182(c) and 19a-17(c) the Connecticut Board of Examiners for Nursing to summarily suspend Danielle Howley's Connecticut licensed practical nursing license. This motion is based on the attached Statement of Charges, affidavits, records and on the Department's information and belief that respondent's continued nursing practice represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut on September 16, 2021.



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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: Danielle Howley, LPN

Petition No. 2021-557

**STATEMENT OF CHARGES**

Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health ("the Department") brings the following charges against Danielle Howley:

1. Danielle Howley of Bethel, Connecticut ("respondent") is, and at all times referenced in this Statement of Charges, the holder of Connecticut licensed practical nursing license number 030383.
2. From on or about April 7, 2021 through May 25, 2021, respondent provided homecare nursing services and/or had a healthcare provider relationship with patient #1 who was cognitively impaired and subject to a conservatorship.
3. During the above-referenced time, respondent violated the standard of care when she:
  - a. inappropriately touched patient #1;
  - b. engaged in sexual contact with patient #1;
  - c. sexually abused patient #1; and/or,
  - d. failed to maintain appropriate professional boundaries.
4. The above facts constitute grounds for disciplinary action pursuant to Connecticut General Statutes §20-99 including, but not limited to, §20-99(b)(2).

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 Danielle Howley's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut on September 16, 2021.



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

## SUMMARY SUSPENSION COVER SHEET

In re: Jennifer Scanlon, RN

Petition No. 2021-298

1. Respondent was issued license number 108744 to practice as a registered nurse on October 23, 2012.
2. During approximately February 2021, while working as a registered nurse at The Summit in Plantsville, Connecticut, respondent diverted Baclofen for her own personal use; failed to completely, properly and/or accurately document medical or hospital records; and falsified one or more Controlled Substance Receipt Records.
3. On or about June 17, 2020, while working as a registered nurse at the State of Connecticut Department of Correction, Garner Correctional Institution, respondent was unable to complete her medication pass, fell asleep at the medication line while giving medications, could not evaluate whether she gave medications to certain inmates, was unable to follow instructions, and/or had unclear speech and appeared confused.
4. On or about June 20, 2020, while working as a registered nurse at the State of Connecticut Department of Correction, Garner Correctional Institution, respondent:
  - a. was subject to a search of all nursing staff for missing pharmacy items, which revealed that she had three bottles of state-issued insulin and 13 syringes concealed in her shirt; and blister packs of inmate medication; two bottles of her own prescriptions for OxyContin and Flexeril, and/or an unidentified pill in her personal bag; and/or
  - b. admitted that she used two syringes to inject herself with insulin assigned for inmate use; and/or
  - c. was disheveled and disoriented while on duty.
5. During approximately 2020 through May 2021, respondent was personally involved with an inmate.
6. Respondent was terminated on May 27, 2021 by Garner Correctional Institution for staff misconduct and/or undue familiarity with an inmate.
7. For the foregoing reasons, the Department believes that respondent's continued practice as a registered nurse represents a clear and immediate danger to the public health and safety. The Department respectfully requests that this Board summarily suspend respondent's license until a full hearing on the merits can be held.

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

In re: Jennifer Scanlon, R.N.

Petition No. 2021-298

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with the General Statutes of Connecticut §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Jennifer Scanlon to practice registered nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and belief that the continued practice of registered nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 1st day of October 2021.



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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: Jennifer Scanlon, R.N.

Petition No. 2021-298

**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 Jennifer Scanlon:

**COUNT ONE**

1. Jennifer Scanlon of Meriden, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nurse license number 108744.
2. During approximately February 2021, while working as a registered nurse at The Summit in Plantsville, Connecticut, respondent:
  - a. diverted Baclofen for her own personal use;
  - 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. During approximately February 2021, respondent abused or utilized to excess Baclofen.
4. Respondent's abuse and/or excess use of Baclofen does, and/or may, affect respondent's practice as a registered nurse.
5. The above facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b) including but not limited to:
  - a. §20-99(b)(2);
  - b. §20-99(b)(5); and/or
  - c. §20-99(b)(6).

**COUNT TWO**

6. Paragraph one is incorporated herein by reference as if set forth in full.
7. On or about June 17, 2020, while working as a registered nurse at the State of Connecticut Department of Correction, Garner Correctional Institution, respondent was unable to complete her medication pass, fell asleep at the medication line while giving medications, could not evaluate whether she gave medications to certain inmates, was unable to follow instructions, and/or had unclear speech and appeared confused.

8. On or about June 20, 2020, while working as a registered nurse at the State of Connecticut Department of Correction, Garner Correctional Institution, respondent:
  - a. was subject to a search of all nursing staff for missing pharmacy items, which revealed that she had three bottles of state-issued insulin and 13 syringes concealed in her shirt; blister packs of inmate medication; two bottles of her own prescriptions for OxyContin and Flexeril, and/or an unidentified pill in her personal bag; and/or
  - b. admitted that she used two syringes to inject herself with insulin assigned for inmate use; and/or
  - c. was disheveled and disoriented while on duty.
9. During approximately 2020 through May 2021, respondent was personally involved with an inmate.
10. Respondent was terminated on May 27, 2021 by Garner Correctional Institution for staff misconduct and/or undue familiarity with an inmate.
11. The above facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b) 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 that:

The Connecticut Board of Examiners for Nursing, as authorized by the General Statutes of Connecticut, §§20-99(b) and 19a-17, revoke or order other disciplinary action against the license of Jennifer Scanlon as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 1st day of October 2021.



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

## CONSENT ORDER COVER SHEET

In re: Susan M. Dunigan, R.N.

Petition No. 2020-244

1. Susan M. Dunigan of Shelton, Connecticut (hereinafter "respondent") was issued license number E49878 to practice as a registered nurse on March 30, 1978. Respondent also holds an advanced practice registered nurse license which is not the subject of this petition.
2. Respondent graduated from the University of Bridgeport, Bridgeport, Connecticut in 1986.
3. Respondent has no disciplinary history.
4. The Department's Practitioner Licensing and Investigations Section opened this petition involving respondent's registered nursing license after receiving a complaint from a nursing supervisor for Shelton, Connecticut public schools.
5. The Department alleges, that while respondent was working as a registered nurse at Elizabeth Shelton Elementary School during the 2019-2021 school year, respondent failed to: appropriately or timely address a report from a teacher on February 20, 2020 that a student had lice; appropriately address incomplete or noncompliant immunization records for one or more students; ensure that each enrolled student had the health assessment required by Connecticut General Statutes §10-206 in the student's chart; conduct and/or document the results of vision or audiometric screenings required by Connecticut General Statutes §10-214 in one or more student's charts; and/or in connection with the administration of medication to one or more students: respondent administered medication without the written order of an authorized prescriber; administered medication without the authorization of a guardian or parent; failed to completely, properly or accurately document the administration of medication; and failed to maintain a proper count of medication.
6. The proposed Consent Order provides for a reprimand and a one-year probationary period that includes quarterly employer reports as well as coursework in documentation, medication administration and time management, pre-approved by the Department. Respondent may not be self-employed or work for a personnel provider service during the probationary period; however, she may be employed by a homemaker-home health aide agency or home health care agency, at the Department's discretion and with written pre-approval from the Department.
7. The Department and respondent respectfully request that the Board accept the proposed Consent Order.

**CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition.**

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

In re: Susan M. Dunigan, R.N.

Petition No. 2020-244

**CONSENT ORDER**

WHEREAS, Susan M. Dunigan (hereinafter "respondent") of Shelton, Connecticut has been issued license number E49878 to practice as a registered nurse by the Connecticut Department of Public Health (hereinafter "the Department") pursuant to Chapter 378 of the General Statutes of Connecticut, as amended; and,

WHEREAS, the Department alleges that:

1. From in or about September 2017 through February 2020, respondent was employed as a school nurse at Elizabeth Shelton Elementary School in Shelton, Connecticut.
2. On or about February 20, 2020, respondent failed to appropriately and/or timely address a report from a teacher that a student had lice.
3. During the 2019-2020 school year, respondent failed to:
  - (a) appropriately address incomplete and/or non-compliant immunization records for one or more students;
  - (b) ensure that each enrolled student had a health assessment required pursuant to Connecticut General Statutes §10-206 in the student's medical chart;
  - (c) conduct and/or document the results of vision and/or audiometric screenings required pursuant to Connecticut General Statutes §10-214 in one or more student's medical chart;and/or

- (d) completely, properly and/or accurately document medical records for one or more students.
4. On numerous occasions during the 2019-2020 school year, in connection with the administration of medication to one or more students, respondent:
- (a) administered medication without the written order of an authorized prescriber;
  - (b) administered medication without the authorization of a student's parent or guardian;
  - (c) failed to completely, properly and/or accurately document the administration of medication; and/or
  - (d) failed to maintain a proper count of medication.
5. The above-described facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including but not limited to §20-99(b)(2).

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above allegations of wrongdoing but, while admitting no guilt or wrongdoing, agrees that for purposes of this or any future proceedings before the Board of Examiners for Nursing (hereinafter "the Board"), this Consent Order shall have the same effect as if proven and ordered after a full hearing held pursuant to §§19a-9, 19a-10, and 20-99(a) of the General Statutes of Connecticut.

NOW THEREFORE, pursuant to §19a-17 and §20-99(a) of the General Statutes of Connecticut, 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 E49878 to practice as a registered nurse in the State of Connecticut is hereby reprimanded.
4. Respondent's Connecticut registered nurse license number E49878 is hereby placed on probation for one year, subject to the following terms and conditions:
  - A. Respondent shall provide a copy of this Consent Order to all current and future employers for the duration of probation.
  - B. Respondent shall be responsible for the provision of quarterly written reports directly to the Department from respondent's nursing supervisor (i.e., Director of Nursing, Local or Regional Board of Education Nursing Supervisor) if practicing nursing. Respondent shall provide a copy of this Consent Order to any and all employers if employed as a registered 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 4H 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.
  - C. Respondent shall attend and successfully complete coursework, pre-approved by the Department, in documentation standards, medication administration, and time management. Each course must be at least 3.0 continuing education units and must be successfully completed within the first ninety (90) days of the probationary period. Within fourteen (14) days of the completion of each course, respondent shall provide the

Department with proof, to the Department's satisfaction, of the successful completion of each course.

- D. 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. Respondent may be employed by a homemaker – home health aide agency or home health care agency at the Department's discretion and with written pre-approval from the Department.
- E Respondent shall notify the Department in writing of any change of employment within fifteen (15) days of such change.
- F. Respondent shall notify the Department of any change in respondent's home or business address within fifteen (15) days of such change.
- G. 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.
- H. 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

- 5. 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.

6. 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.
7. Legal notice of any action shall be deemed sufficient if sent to respondent's last known address of record reported to the Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of the Department.
8. 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.
9. Respondent understands this Consent Order is a matter of public record.
10. Respondent understands and agrees that the Department's allegations as contained in this Consent Order shall be deemed true in any subsequent proceeding before the Board in which (1) respondent's compliance with this same Consent Order is at issue, or (2) respondent's compliance with §20-99(b) of the General Statutes of Connecticut, 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.
11. 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. 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, sections 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.

12. In the event respondent does not practice as a registered nurse 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 covered by this Consent Order and such terms shall be held in abeyance. During such time period, respondent shall not be responsible for complying with the terms of probation of this Consent Order. In the event respondent resumes practicing as a registered nurse, respondent shall provide the Department with thirty (30) days prior written notice. Respondent shall not return to the practice of a registered nurse without written pre-approval from the Department. Respondent agrees that the Department, in its complete discretion, may require additional documentation from respondent and/or require respondent to satisfy other conditions or terms as a condition precedent to respondent's return to practice as a registered nurse.

Respondent agrees that any return to practicing registered nursing without pre-approval from the Department shall constitute a violation of this Consent Order and may subject the respondent to further disciplinary action.

13. 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 4 above.

14. 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.
15. 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 §4-181a of the General Statutes of Connecticut 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 Chapters 54 and 368a of the General Statutes of Connecticut, 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.
16. 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.

17. 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.
18. Respondent has consulted with her attorney prior to signing this document.
19. 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.
20. 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.

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\*

I, Susan M. Dunigan, 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.

  
Susan M. Dunigan

Subscribed and sworn to before me this 27<sup>th</sup> day of August, 2021.

  
Notary Public or person authorized  
by law to administer an oath of affirmation  
*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 21st day of September, 2021, it is hereby accepted.



Christian D. Andresen, MPH, 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

CONSENT ORDER COVER  
SHEET

In re: Nicole L. Ring, R.N.

Petition No. 2020-1175

1. Nicole L. Ring of Windsor, Connecticut (hereinafter "respondent") was issued license number 102926 to practice as a registered nurse on October 27, 2011.
2. Respondent graduated from Capital Community Technical College in 2011.
3. Respondent has no disciplinary history.
4. In 2020 respondent had mental illnesses, and/or emotional disorders.
5. On or about October 8, 2020, the respondent abused and/or utilized alcohol to excess.
6. The proposed Consent Order provides for a four-year probationary period with urine screens once a week for the first and fourth years of probation, and twice a month for the second and third years of probation; therapy and employer reports monthly for the first and fourth years of probation, and quarterly for the second and third years of probation; eight to ten anonymous support group meetings per month; no solo practice; and a narcotic key restriction.
7. The Department and respondent respectfully request that the Board accept the proposed Consent Order.

**CONFIDENTIALITY NOTICE: This document and all attachments may contain information that is confidential or privileged. Please do not disseminate, distribute or copy the contents or discuss with parties who are not directly involved in this petition.**

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

In re: Nicole L. Ring, R.N.

Petition No. 2020-1175

**CONSENT ORDER**

WHEREAS, Nicole L. Ring, (hereinafter "respondent") of Windsor, Connecticut, has been issued license number 102926 to practice as a registered nurse by the Connecticut Department of Public Health (hereinafter "the Department") pursuant to Chapter 378 of the General Statutes of Connecticut, as amended; and,

WHEREAS, respondent hereby admits and acknowledges that:

1. In 2020 respondent had mental illnesses, and/or emotional disorders.
2. On or about October 8, 2020, the respondent abused and/or utilized alcohol to excess.
3. Respondent's mental illnesses and/or emotional disorders and/or use of alcohol to excess, does, and/or may, affect her ability to practice as a registered nurse.
4. The above-described facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including but not limited to:
  - a. §20-99 (b) (4); 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) at a hearing before the 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 §§ 19a-9, 19a-10, and 20-99(a) of the General Statutes of Connecticut.

NOW THEREFORE, pursuant to §19a-17 and §20-99(a) of the General Statutes of Connecticut, 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 102926 to practice as a registered nurse 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, 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 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/her services.
- B. Respondent shall not obtain or use controlled substances, legend drugs, marijuana, 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:
  - a. A list of controlled substances prescribed by this provider for the respondent;
  - b. A list of controlled substance(s) prescribed by other providers;
  - c. An evaluation of the respondent's need for the controlled substance;
  - d. 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, alcohol, and marijuana. 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 practice nursing safely and competently, 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 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 3 N 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 Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of 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 matter of 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 §20-99(b) of the General Statutes of Connecticut, 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, sections 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.

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, 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 §4-181a of the General Statutes of Connecticut 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 Chapters 54 and 368a of the General Statutes of Connecticut, 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 has had the opportunity to consult with an 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.

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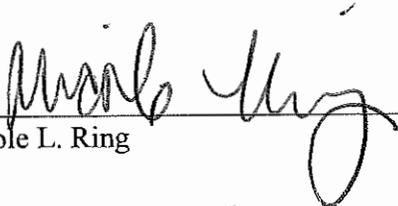
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I, Nicole L. Ring, have read the above Consent Order, and I agree to the terms set forth therein. I further declare the execution of this Consent Order to be my free act and deed.

  
\_\_\_\_\_  
Nicole L. Ring

Subscribed and sworn to before me this 28<sup>th</sup> day of September, 2021.

**Joanne McIntosh**  
**NOTARY PUBLIC**  
State of Connecticut  
My Commission Expires 1/31/2023

  
\_\_\_\_\_  
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 29<sup>th</sup> day of September, 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

## CONSENT ORDER COVER SHEET

Sandra Ring, L.P.N.

Petition No.: 2020-1074

1. Sandra Ring of Shelton, Connecticut (hereinafter “respondent”) was issued license number 034369 on July 17, 2009 to practice as a licensed practical nurse.
2. Respondent graduated from Lincoln Technical Institute, Shelton CT in June 2009.
3. Respondent has a history of opioid abuse and/or emotional disorders.
4. During approximately 2015, while working as a licensed practical nurse at Lord Chamberlain Healthcare in Stratford, Connecticut, respondent:
  - a. diverted oxycodone, morphine and hydromorphone for her own personal use;
  - b. failed to completely, properly and/or accurately document medical or hospital records; and/or,
  - c. falsified one or more Controlled Substance Receipt Records.
5. Respondent’s emotional disorders and abuse and/or excess use of opioids does, and/or may, affect her ability to practice as a licensed practical nurse.
6. The proposed Consent Order requires 1) a three year probation, 2) observed random drug and alcohol screens once a week for the first and third years of probation and twice a month for the second year of probation, 3) written reports from her therapist monthly for the first and third years of probation and quarterly for the second year of probation; 4) written reports from her employer monthly for the first and third years of probation and quarterly for the second year of the probationary period, 5) no access to controlled substances for the first six months of the probationary period, 6) no solo practice during the probationary period, and 7) 8-10 support group meetings monthly for the entire probationary period. Respondent and the Department respectfully request that the Board of Examiners for Nursing approve and accept this Consent Order.

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

In re: Sandra Ring, L.P.N.

Petition No. 2020-1074

**CONSENT ORDER**

WHEREAS, Sandra Ring (hereinafter "respondent") of Shelton, Connecticut, has been issued license number 034369 to practice as a licensed practical nurse by the Connecticut Department of Public Health (hereinafter "the Department") pursuant to Chapter 378 of the General Statutes of Connecticut, as amended; and,

WHEREAS, respondent hereby admits and acknowledges that:

1. Respondent has a history of opioid abuse and emotional disorders.
2. During approximately 2015, while working as a licensed practical nurse at Lord Chamberlain Healthcare in Stratford, Connecticut, respondent:
  - a. diverted oxycodone, morphine and hydromorphone for her own personal use;
  - b. failed to completely, properly and/or accurately document medical or hospital records; and
  - c. falsified one or more Controlled Substance Receipt Records.
3. Respondent's emotional disorders and abuse and/or excess use of opioids does, and/or may, affect her ability to practice as a licensed practical nurse.
4. The above-described facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including but not limited to:
  - a. §20-99(b)(2);
  - b. §20-99(b)(4);
  - c. §20-99(b)(5); and/or
  - d. §20-99(b)(6).

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 (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 §§19a-9, 19a-10, and 20-99(a) of the General Statutes of Connecticut.

NOW THEREFORE, pursuant to §19a-17 and §20-99(a) of the General Statutes of Connecticut, 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 034369 to practice as a licensed practical nurse in the State of Connecticut is hereby placed on probation for three 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 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/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 third years of probation; and at least two such screens and reports every month for the second year 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 third 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 third years of probation; and quarterly reports for the second year 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 six months 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 third years of her probation; and quarterly for the second year 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 Practitioner Licensing and Investigations Section of the Healthcare Quality and Safety Branch of 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 matter of 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 §20-99(b) of the General Statutes of Connecticut, 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, sections 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.
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 §4-181a of the General Statutes of Connecticut 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 Chapters 54 and 368a of the General Statutes of Connecticut, 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 has had the opportunity to consult with an 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.

\*

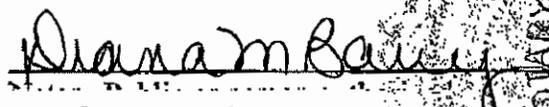
\*

\*

I, Sandra Ring, 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.

  
Sandra Ring, L.P.N.

Subscribed and sworn to before me this 23<sup>rd</sup> day of September, 2021

  
by law to administer an oath or affirmation  
sep 10/31/2022



The above Consent Order having been presented to the duly appointed agent of the Commissioner of the Department of Public Health on the 23<sup>rd</sup> day of September, 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.

\_\_\_\_\_  
Connecticut Board of Examiners for Nursing

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

In re: Timothy Testa, LPN

Petition No. 2021-443

**CONSENT ORDER COVER SHEET**

1. Timothy Testa ("respondent") of Bridgeport, Connecticut graduated from Lincoln Technical Institute and was granted a licensed practical nurse license in 2011.
2. Respondent has not been previously been disciplined.
3. On multiple occasions in 2013, respondent abused or used OxyContin, Percocet, Tylenol with codeine and fentanyl to excess.
4. On or about November 24, 2014, respondent abused or used marijuana to excess.
5. On or about May 8, 2018, respondent abused or used oxymorphone to excess.
6. On or about September 24, 2020, respondent abused or used alcohol to excess.
7. On or about May 4, 2021, respondent abused or used butalbital to excess.
8. The proposed Consent Order places respondent's license on probation for four years with the following terms:
  - Urine screens weekly for the 1<sup>st</sup> and 4<sup>th</sup> year and twice monthly for the 2<sup>nd</sup> and 3<sup>rd</sup> years;
  - Therapy and employer reports monthly for the 1<sup>st</sup> and 4<sup>th</sup> year and quarterly for the 2<sup>nd</sup> and 3<sup>rd</sup> 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: Timothy Testa, LPN

Petition No. 2021-443

**CONSENT ORDER**

WHEREAS, Timothy Testa ("respondent") of Bridgeport, Connecticut, has been issued licensed practical nurse license number 036189 by the Connecticut Department of Public Health ("the Department") pursuant to Connecticut General Statutes Chapter 378, as amended.

WHEREAS, respondent admits:

1. On multiple occasions in 2013, respondent diverted OxyContin, Percocet, Tylenol with codeine and fentanyl from Fairview Healthcare Center of Greenwich for personal consumption.
2. On multiple occasions in 2013, respondent abused or used OxyContin, Percocet, Tylenol with codeine and fentanyl to excess.
3. On or about November 24, 2014, respondent abused or used marijuana to excess.
4. On or about May 8, 2018, respondent abused or used oxymorphone to excess.
5. On or about September 24, 2020, respondent abused or used alcohol to excess.
6. On or about May 4, 2021, respondent abused or used butalbital to excess.
7. Respondent's abuse and/or excessive use of OxyContin, Percocet, Tylenol with codeine, fentanyl, oxymorphone, alcohol, butalbital and/or marijuana, does, and/or may, affect his practice of nursing.

8. The above-described facts constitute grounds for disciplinary action pursuant to of Connecticut General Statutes §20-99(b), including but not limited to:
- a. §20-99(b)(5); and/or
  - b. §20-99(b)(6).

WHEREAS, respondent, in consideration of this Consent Order, has chosen not to contest the above-admitted violations 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 license number 036189 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 ("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 his alcohol and drug free status by monitoring and reviewing the observed random urine screens for drugs and alcohol as described in paragraph B below, and by providing the reports described in paragraph C below.

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

B. Respondent shall not obtain or use controlled substances, legend drugs, marijuana, 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 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, marijuana 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 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 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 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.
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 has had the opportunity to consult with an 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, Timothy Testa, 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.



\_\_\_\_\_  
Timothy Testa

Subscribed and sworn to before me this 13<sup>th</sup> day of Sept, 2021.



**DHRUVANGI N PARIKH**  
**NOTARY PUBLIC**  
My Comm. Exp. July 31, 2024

\_\_\_\_\_  
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 15th day of September, 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: Amy L. Saunders, LPN

Petition No. 2021-518

**STATEMENT OF CHARGES**

Pursuant to Connecticut General Statutes, §§19a-10 and 19a-14, the Department of Public Health ("the Department") brings the following charges against Amy L. Saunders:

1. Amy L. Saunders of Naugatuck, Connecticut ("respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut licensed practical nurse license number 031466.
2. On or about April 21, 2021, the Board of Examiners for Nursing ("the Board") ordered a Consent Order in Petition Number 2019-619 ("the Order") that placed respondent's nursing license on probation for a period of one year. Such disciplinary action was based, in part, upon allegations that respondent provided a single dose of Zofran to a patient without a physician's order; respondent took twice the amount of a prescribed controlled substance while on duty in December 2018 and was sent home sick due to her sluggish behavior; and in or about August 2019, respondent utilized marijuana.
3. The Order specifically provided, in part, that respondent: engage in therapy and counseling with a licensed therapist, approved by the Department; cause her therapist to provide quarterly written reports to the Department; submit to observed, random chain of custody urine screens for alcohol and drugs, at a testing facility approved by the Department; submit to at least one such urine screen on a monthly basis during her probation and have laboratory reports of random alcohol and drug screens submitted directly to the Department; and complete coursework in Professional Ethics and Boundaries within the first three months of her probation.
4. Respondent failed to:
  - (a) engage in therapy and counseling;
  - (b) cause her therapist to provide quarterly report(s) to the Department;
  - (c) engage the services of a screening monitor;
  - (d) submit to observed, random chain of custody urine screens for alcohol and drugs;
  - (e) cause laboratory reports of urine screens for alcohol and drugs to be submitted directly to the Department; and/or
  - (f) complete coursework in Professional Ethics and Boundaries.

5. Respondent's conduct as described above constitutes violations of the terms of probation as set forth in the Order, and subjects respondent's license to revocation or other disciplinary action authorized by Connecticut General Statutes, §§19a-17 and 20-99(b).

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 the license of Amy L. Saunders as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 2nd day of September, 2021.



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

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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: Amy Saunders, LPN

Petition No. 2021-518

SUMMARY SUSPENSION ORDER

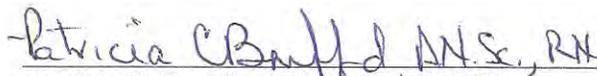
WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

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 031466 of Amy Saunders to practice as a licensed practical 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 a hearing in this matter is scheduled for the 20th day of October 2021, at 9:00 a.m. The hearing will be held remotely via Microsoft TEAMS.

Dated at Waterbury, Connecticut this 15th day of September, 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](http://www.ct.gov/dph)

Affirmative Action/Equal Opportunity Employer



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

In re: Amy L. Saunders, LPN

Petition No. 2021-518

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health ("the Department") hereby moves in accordance with the Connecticut General Statutes §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Amy L. Saunders to practice nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavit and on the Department's information and belief that the continued practice of Amy L. Saunders represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 2nd day of September, 2021.



---

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

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

Amy Saunders, LPN  
461 Spring Street Apt 5F  
Naugatuck, CT 06770

**VIA EMAIL (Metoo1670@gmail.com)**  
and First Class Mail

**RE: Amy Saunders, LPN - Petition No. 2021-518**

**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 **October 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 October 6, 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 16th day of September, 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  
Linda Fazzina, 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 **Amy Saunders, LPN** has been scheduled for **October 20, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **October 6, 2021**, you must provide the following by electronic mail response to the Department of Public Health, Public Health Hearing Office at [poho.dph@ct.gov](mailto: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](mailto:poho.dph@ct.gov).

**Contact View Screen**

entity tree

**AMY L SAUNDERS**

Address:  Public  Mail

AMY L SAUNDERS  
461 SPRING ST APT 5F  
NAUGATUCK, CT 06770-1963

Preferred Communication Method: eMail

ID 932902  
Warnings  
SSN/FEIN [REDACTED]  
Contact Standing —  
Contact Type INDIVIDUAL  
Criminal History NO  
Public File **YES**  
Mailing List  
US Citizen No  
Email: [Metoo1670@gmail.com](mailto:Metoo1670@gmail.com)

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- [Exams](#)
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- [Schools](#)
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- [Background Check](#)
- [Online Information](#)
- [Reports](#)

Comments:

- Addresses
- Individual Information
- Credential List
- Legacy

**Credentials**

Credential ▲	License Type	Effective Date	Expiration Date	Status	Reason
11.031466 AMY L SAUNDERS 461 SPRING ST APT 5F NAUGATUCK, CT 06770-1963	Licensed Practical Nurse	03/01/2021	02/28/2022	ACTIVE	SUSPENDED

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

In re: Stacey Thompson, L.P.N.

Petition No. 2021-714

**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 Stacey Thompson:

1. Stacey Thompson of Bridgeport, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut Licensed Practical Nurse license number 037743.
2. On or about June 16, 2021, the Connecticut Board of Examiners for Nursing approved a Consent Order in Petition Number 2019-727 ("Consent Order") that placed respondent's license on probation for four (4) years. Such disciplinary action was based upon respondent's admission that she diverted tramadol from several patients and/or from medication stock, that she failed to completely, properly, and/or accurately document in medical or hospital records, that she falsified one or more controlled substances receipt records, that she abused and/or utilized tramadol to excess, and that her abuse and/or excess use of tramadol does, and/or may, affect her ability to practice as a licensed practical nurse.
3. On July 1, 2021, the probationary terms of the Consent Order became effective, which included, in part, that respondent shall not obtain or use controlled substances, legend drugs, and/or alcohol, and to submit to random urine screens.
4. On July 21, 2021, respondent's urine tested positive for metabolites of alcohol, Ethyl Glucuronide (EtG) and Ethyl Sulfate (EtS).
5. Respondent's abuse and/or utilization to excess of controlled substances does, and/or may, affect her practice as a nurse.
6. Respondent's conduct as described above constitutes 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 the General Statutes of Connecticut, §§19a-17 and 20-99(b).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by the General Statutes of Connecticut, §§20-99(b) and 19a-17, revoke or order other disciplinary action against the nursing license of Stacey Thompson as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 7th day of September 2021.

-



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Christian D. Andresen, MPH, CPH, Section Chief  
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: Stacey Thompson, LPN

Petition No. 2021-714

SUMMARY SUSPENSION ORDER

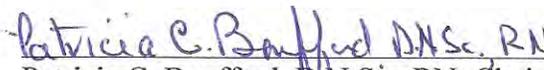
WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

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 037743 of Stacey Thompson to practice as a licensed practical 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 a hearing in this matter is scheduled for the 20th day of October 2021, at 9:00 a.m. The hearing will be held remotely via Microsoft TEAMS.

Dated at Waterbury, Connecticut this 15th day of September, 2021.

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



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

In re: Stacey Thompson, L.P.N.

Petition No. 2021-714

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with the General Statutes of Connecticut §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Stacey Thompson to practice Licensed Practical Nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and belief that the continued practice of nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 7th day of September 2021.



---

Christian D. Andresen, MPH, CPH, Section Chief  
Healthcare Quality and Safety Branch

## BOARD 4

### STATE OF CONNECTICUT CONNECTICUT BOARD OF EXAMINERS FOR NURSING

Stacey Thompson, LPN  
28 Staples Street  
Bridgeport, CT 06604-2201

VIA EMAIL ([starenee1@yahoo.com](mailto:starenee1@yahoo.com))  
and First Class Mail

**RE: Stacey Thompson, LPN - Petition No. 2021-714**

#### 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 **October 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 October 6, 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 16th day of September, 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  
Aden Baume, 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 **Stacey Thompson, LPN** has been scheduled for **October 20, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **October 6, 2021**, you must provide the following by electronic mail response to the Department of Public Health, Public Health Hearing Office at [poho.dph@ct.gov](mailto: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](mailto:poho.dph@ct.gov).

**Credential View Screen** [entity tree](#)

<p><b>STACEY R THOMPSON</b>  <b>Address:</b>  <input checked="" type="radio"/> Public <input type="radio"/> Mail</p> <div style="border: 1px solid black; padding: 2px;">                 STACEY R THOMPSON                  28 STAPLES ST                  BRIDGEPORT, CT 06604-2201             </div>	<p>ID 1372644                  Warnings                  SSN/FEIN [REDACTED]                  Contact Standing ---                  Contact Type INDIVIDUAL                  Birth Date [REDACTED]                  Public File <b>YES</b>                  Mailing List                  US Citizen                  E-mail <a href="mailto:starenee1@yahoo.com">starenee1@yahoo.com</a></p>	<p>Contact                  Audit                  Enforcement View                  Cont. Edu                  Documents                  E-mail                  Owned By/Key Mgmt                  Exams                  Experience                  Notes                  Schools                  Librarian                  Application                  Other State License                  Background Check                  Online Information                  Reports</p>
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Comments:

**Licensed Practical Nurse**

<p><b>Credential #</b> 11.037743  <b>Preferred Credential Name</b> STACEY R THOMPSON,                  LPN  <b>Application Date</b> 11/20/2012  <b>Effective Date</b> 01/01/2020  <b>Expiration Date</b> 12/31/2020  <b>First Issuance Date</b> 12/13/2012</p>	<p><b>Credential Status</b> ACTIVE (09/21/2021)  <b>Status Reason</b> SUSPENDED  <b>Amount Due</b> \$0.00  <b>Date Last Activity</b> 9/21/2021 7:38:57 AM  <b>Last Updated by</b> Nydia Cotto  <b>Certificate Sent Date</b> 01/03/2019</p>	<p>Audit                  Documents                  Verification                  Workflow                  Key Mgmt                  Fees                  Notes                  Print Docs                  Comp. Audit                  Renewal                  License Status History                  Online Information</p>
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Comments:

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

In re: Christine Trombino, L.P.N.

Petition No. 2020-895

**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 Christine Trombino:

1. Christine Trombino of Willimantic (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut licensed practical nurse license number 029161.
2. From approximately March 2020, respondent has or had one or more emotional disorders and/or mental illnesses that does, and/or may, affect her practice as a licensed practical nurse
3. Respondent abused and/or used to excess alcohol on or about one or more of the following dates:
  - a. March 2020;
  - b. November 2020;
  - c. December 2020;
  - d. February 2021; and/or
  - e. March 2021.
4. Respondent's abuse and/or utilization to excess of alcohol does and/or may affect her practice as a licensed practical nurse.
5. The above facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including but not limited to §20-99(b)(4); and/or §20-99(b)(5)

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by the General Statutes of Connecticut, §§20-99(b) and 19a-17, revoke or order other disciplinary action against the license of Christine Trombino as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 8th day of September 2021.



---

Christian D. Andresen, MPH, 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: **Christine Trombino, LPN**

Petition No. 2020-895

#### SUMMARY SUSPENSION ORDER

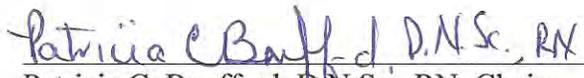
**WHEREAS**, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

**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 029161 of Christine Trombino to practice as a licensed practical 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 a hearing in this matter is scheduled for the 20th day of October 2021, at 9:00 a.m. The hearing will be held remotely via Microsoft TEAMS.

Dated at Waterbury, Connecticut this 15th day of September, 2021.

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



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

In re: Christine Trombino, L.P.N.

Petition No. 2020-895

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with the General Statutes of Connecticut §§4-182(c) and 19a-17(c) that the Connecticut Board of Examiners for Nursing summarily suspend the license of Christine Trombino to practice licensed practical nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and belief that the continued practice of nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 8th day of September 2021.



---

Christian D. Andresen, Section Chief  
Practitioner Licensing and Investigations Section  
Healthcare Quality and Safety Branch

# BOARD 4

## STATE OF CONNECTICUT CONNECTICUT BOARD OF EXAMINERS FOR NURSING

Christine Trombino, LPN  
197 Manners Avenue  
Willimantic, CT 06226

VIA EMAIL ([ctrombino1113@gmail.com](mailto:ctrombino1113@gmail.com))  
and First Class Mail

**RE: Christine Trombino, LPN - Petition No. 2020-895**

### 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 **October 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.

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**Order Re: Filings**

In preparation for this hearing you must, no later than October 6, 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 16th day of September, 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  
Aden Baume, 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 **Christine Trombino, LPN** has been scheduled for **October 20, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **October 6, 2021**, you must provide the following by electronic mail response to the Department of Public Health, Public Health Hearing Office at [poho.dph@ct.gov](mailto: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](mailto:poho.dph@ct.gov).

**Credential View Screen** [entity tree](#)

**CHRISTINE K TROMBINO**

Address:

Public  Mail

CHRISTINE K TROMBINO  
197 MANNERS AVE  
WILLIMANTIC, CT 06226

ID 808378  
Warnings  
SSN/FEIN [REDACTED]  
Contact Standing ---  
Contact Type INDIVIDUAL  
Birth Date [REDACTED]  
Public File YES  
Mailing List  
US Citizen No  
E-mail ctrombino1113@gmail.com

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- Audit**
- Enforcement View**
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- Exams
- Experience
- Notes
- Schools
- Librarian
- Application
- Other State License
- Background Check
- Online Information**
- Reports**

Comments:

**Licensed Practical Nurse**

Credential # 11.029161  
Preferred Credential Name Christine K. Trombino, LPN  
Application Date  
Effective Date 12/01/2020  
Expiration Date 11/30/2021  
First Issuance Date 06/03/2002

Credential Status ACTIVE (09/21/2021)  
Status Reason SUSPENDED  
Amount Due \$0.00  
Date Last Activity 9/21/2021 7:37:50 AM  
Last Updated by Nydia Cotto  
Certificate Sent Date 02/16/2021

- Audit**
- Documents
- Verification
- Workflow**
- Key Mgmt
- Fees**
- Notes**
- Print Docs**
- Comp. Audit
- Renewal**
- License Status History**
- Online Information**

Comments:

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

In re: Audrey E. Smarrelli, R.N.

Petition No. 2019-424

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 Audrey E. Smarrelli:

1. Audrey E. Smarrelli of Simsbury, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nurse license number 104179.
2. At all relevant times, respondent was employed as a nurse at John Dempsey Hospital, Farmington, Connecticut.
3. On or about November 8, 2018, while working as a nurse at John Dempsey Hospital, respondent inappropriately accessed the medical records of an emergency room patient who respondent knew from work at another healthcare institution. Respondent did not have a treatment relationship with said patient and/or otherwise have permission to view said patient's protected health information.
4. The above facts constitute grounds for disciplinary action pursuant to the General Statutes of Connecticut, §20-99(b), including but not limited to §20-99(b)(2).

THEREFORE, the Department prays that:

The Connecticut Board of Examiners for Nursing, as authorized by the General Statutes of Connecticut, §§20-99(b) and 19a-17, revoke or order other disciplinary action against the license of Audrey E. Smarrelli as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 22nd day of June 2021.



---

Christian D. Andresen, MPH, Section Chief  
Practitioner Licensing & Investigations Section  
Healthcare Quality and Safety Branch

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

Audrey Smarrelli  
45 Simsbury Landing  
Simsbury, CT 06070

VIA EMAIL (aesmarrelli@gmail.com)  
and First Class Mail

**RE: Audrey E. Smarrelli, RN - Petition No. 2019-424**

**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 **October 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 October 6 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 7th day of July, 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  
Linda Fazzina, 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 **Audrey E. Smarrelli, RN** has been scheduled for **October 20, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **October 6, 2021**, you must provide the following by electronic mail response to the hearing office at [ppho.dph@ct.gov](mailto:ppho.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 [ppho.dph@ct.gov](mailto:ppho.dph@ct.gov).

**Credential View Screen** [entity tree](#)

<b>AUDREY E SMARRELLI</b> Address: <input checked="" type="radio"/> Public <input type="radio"/> Mail <div style="border: 1px solid black; padding: 2px; width: fit-content;">                     AUDREY E SMARRELLI                      45 Simsbury Lndg                      SIMSBURY, CT 06070                 </div>		ID 1294673 Warnings SSN/FEIN ██████████ Contact Standing — Contact Type INDIVIDUAL Birth Date ██████████ Public File <b>YES</b> Mailing List US Citizen E-mail <a href="mailto:aesmarrelli@gmail.com">aesmarrelli@gmail.com</a>
Comments:		

- [Contact](#)
- [Audit](#)
- [Enforcement View](#)
- [Cont. Edu](#)
- [Documents](#)
- [E-mail](#)
- [Owned By/Key Mgmt](#)
- [Exams](#)
- [Experience](#)
- [Notes](#)
- [Schools](#)
- [Librarian](#)
- [Application](#)
- [Other State License](#)
- [Background Check](#)
- [Online Information](#)
- [Reports](#)

**Registered Nurse**

Credential # <b>10.104179</b> Preferred Credential Name <b>AUDREY E SMARRELLI, RN</b> Application Date <b>01/10/2012</b> Effective Date <b>12/01/2020</b> Expiration Date <b>11/30/2021</b> First Issuance Date <b>02/01/2012</b>	Credential Status <b>ACTIVE (06/22/2021)</b> Status Reason <b>STATEMENT OF CHARGES PENDING</b> Amount Due <b>\$0.00</b> Date Last Activity <b>6/22/2021 2:02:31 PM</b> Last Updated by <b>Nydia Colto</b> Certificate Sent Date <b>11/15/2020</b>
Comments:	

- [Audit](#)
- [Documents](#)
- [Verification](#)
- [Workflow](#)
- [Key Mgmt](#)
- [Fees](#)
- [Notes](#)
- [Print Docs](#)
- [Comp. Audit](#)
- [Renewal](#)
- [License Status History](#)
- [Online Information](#)

# BOARD 3

**From:** [Audrey Smarrelli](#)  
**To:** [Kardys, Jeffrey](#)  
**Subject:** Re: Hearing - Connecticut Board of Examiners for Nursing  
**Date:** Wednesday, July 21, 2021 6:58:27 AM

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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.

I have received this notice and will be present for the hearing.

Thank you,  
Audrey Smarrelli

Sent from my iPhone

On Jul 7, 2021, at 1:49 PM, Kardys, Jeffrey <[Jeffrey.Kardys@ct.gov](mailto:Jeffrey.Kardys@ct.gov)> wrote:

**RE: Audrey E. Smarrelli, RN - Petition No. 2019-424**

Attached is a notice of hearing in the referenced matter.

---

Jeffrey A. Kardys  
Administrative Hearings Specialist  
State of Connecticut  
Department of Public Health  
Legal Office/Public Health Hearing Office  
410 Capitol Avenue, MS 13PHO  
PO Box 340308  
Hartford, CT 06134-0308  
**860-509-7566 Fax 860-707-1904**  
[Jeffrey.kardys@ct.gov](mailto:Jeffrey.kardys@ct.gov)

[www.ct.gov/dph/hearingoffice](http://www.ct.gov/dph/hearingoffice)

<image001.jpg>

<image002.png>

<Audrey E. Smarrelli, RN - NOH 7-7-2021.pdf>

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

In re: Nichelle Robinson, R.N.

Petition No. 2021-516

STATEMENT OF CHARGES

Pursuant to the General Statutes of Connecticut Sections 19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Nichelle Robinson:

1. Nichelle Robinson of Meriden, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut registered nursing license number 069635.
2. On February 17, 2021, the Connecticut State Board of Examiners for Nursing (hereinafter "the Board") issued a Memorandum of Decision in Petition Number 2018-1078 (hereinafter the Memorandum of Decision"), effective February 17, 2021 that placed respondent's registered nursing license on probation for six (6) months. Such disciplinary action was a result of respondent signing the name of her Director of Nursing on a Controlled Substance Drug Order form, for ordering Tramadol and Lyrica, and for failure to accurately document medical records for two patients regarding the administration and waste of oxycodone/APAP and oxycodone.
3. Said Memorandum of Decision specifically provided, in part, that:
  - a. The Department shall pre-approve Respondent's employment and/or change of employment within the nursing profession;
  - b. Respondent shall provide a copy of the Memorandum of 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;
  - c. Respondent shall not administer, count, or have access to controlled substances, nor have responsibility for such activities in the course of performing her nursing duties during the probationary period;

- d. During the first three months of the probationary period, Respondent, at her expense, shall successfully complete a course in medication administration and documentation that is pre-approved by the Department. Respondent shall provide proof to the satisfaction of the Department of her successful completion of the course within 30 days;
  - e. During the first three months of the probationary period, Respondent, at her expense, shall successfully complete a course in ethics that is pre-approved by the Department. Respondent shall provide proof to the satisfaction of the Department of her successful completion of the course within 30 days of completion;
  - f. If employed as a nurse, Respondent shall cause employer reports to be submitted to the Department by her immediate supervisor commencing with the report due on the first business day of the month following employment as a nurse. Employer reports shall be submitted monthly for the entire probationary period.
  - g. 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 for the entire probationary period.
4. Respondent's conduct as described above fails to conform to the accepted standards of the nursing profession and constitutes 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 the General Statutes of Connecticut, Sections 19a-17 and 20-99(b).

THEREFORE, the Department prays that:

The Connecticut State Board of Examiners for Nursing , as authorized by the General Statutes of Connecticut, Sections 20-99(b) and 19a-17, revoke or order other disciplinary action against the registered nursing license of Nichelle Robinson, as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut this 19th day of July 2021.

  
\_\_\_\_\_  
Barbara S. Cass, Branch Chief  
Healthcare Quality and Safety Branch

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

In re: Nichelle Robinson, R.N.

Petition No. 2021-516

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves in accordance with the General Statutes of Connecticut Sections 4-182(c) and 19a-17(c) that the Connecticut State Board of Examiners for Nursing summarily suspend the license of Nichelle Robinson to practice registered nursing in Connecticut. This motion is based on the attached Statement of Charges, Affidavits and on the Department's information and brief that the continued practice of registered nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut this 19<sup>th</sup> day of July 2021.

  
\_\_\_\_\_  
Barbara S. Cass, Branch Chief  
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: Nichelle Robinson, RN

Petition Nos. 2021-516

SUMMARY SUSPENSION ORDER

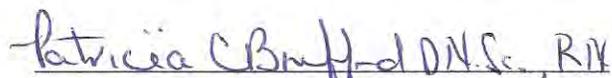
WHEREAS, the Department of Public Health having moved for an order of summary suspension in this matter and having submitted duly verified affidavits in support of its motion; and,

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 069635 of Nichelle Robinson 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 a hearing in this matter is scheduled for the 11th day of August 2021, at 9:00 a.m. The hearing will be held by video conference.

Dated at Waterbury, Connecticut this 21st day of July, 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](http://www.ct.gov/dph)

Affirmative Action/Equal Opportunity Employer



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

Nichelle Robinson  
120 Main Street, Apt. 1  
Meriden, CT 06451

**VIA EMAIL ([nichelle0915@gmail.com](mailto:nichelle0915@gmail.com))  
and First Class Mail**

**RE: Nichelle Robinson, RN - Petition No. 2021-516**

**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 **August 11, 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 July 28 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 22nd day of July, 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  
Leslie Scoville, 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 **Nichelle Robinson, RN** has been scheduled for **August 11, 2021** and will be conducted remotely through Microsoft Teams/teleconference.

On or before **July 28, 2021**, you must provide the following by electronic mail response to the hearing office at [ppho.dph@ct.gov](mailto:ppho.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 [ppho.dph@ct.gov](mailto:ppho.dph@ct.gov).

# 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**

Nichelle Robinson  
120 Main Street, Apt. 7  
Meriden, CT 06451

VIA EMAIL (nichelle0915@gmail.com  
and First Class Mail

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

**VIA EMAIL ONLY**

**RE: Nichelle Robinson, RN - Petition No. 2021-516**

### **NOTICE OF RESCHEDULED HEARING**

The hearing in the above referenced matter is rescheduled to Wednesday, October 20, 2021, to reopen the record to accept documents submitted by respondent and to allow for revised closing arguments. The hearing will be held by video conference during the meeting of the Board of Examiners for Nursing.

**The Board may conduct fact-finding immediately following the close of the record.**

**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  
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410 Capitol Avenue, P.O. Box 340308  
Hartford, Connecticut 06134-0308  
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STATE OF CONNECTICUT  
DEPARTMENT OF PUBLIC HEALTH  
HEALTHCARE QUALITY AND SAFETY BRANCH

In re: Angel Predzimirski, R.N.

Petition No. 2020-1221

STATEMENT OF CHARGES

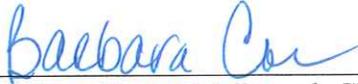
Pursuant to Connecticut General Statutes §§19a-10 and 19a-14, the Department of Public Health (hereinafter "the Department") brings the following charges against Angel Predzimirski:

1. Angel Predzimirski, R.N. of Naugatuck, Connecticut (hereinafter "respondent") is, and has been at all times referenced in this Statement of Charges, the holder of Connecticut nursing license number 137001.
2. On multiple occasions from approximately 2020 through April of 2021, respondent abused or utilized to excess alcohol, marijuana, cocaine, amphetamines, benzodiazepines and/or Adderall ("polysubstance abuse").
3. From approximately 2020 through the present, respondent has or had emotional disorders and/or mental illnesses ("diagnoses").
4. Respondent's diagnoses and/or polysubstance abuse 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(b), including, but not limited to:
  - a. §20-99(b)(4); and/or
  - b. §20-99(b)(5).

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 Angel Predzimirski's nursing license as it deems appropriate and consistent with law.

Dated at Hartford, Connecticut June 10, 2021.

  
\_\_\_\_\_  
Barbara Cass, RN, Branch Chief  
Healthcare Quality and Safety Branch

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

In re: Angel Predzimirski, R.N.

Petition No. 2020-1221

MOTION FOR SUMMARY SUSPENSION

The Department of Public Health (hereinafter "the Department") hereby moves, in accordance with the Connecticut General Statutes §§4-182(c) and 19a-17(c), the Connecticut Board of Examiners for Nursing to summarily suspend Angel Predzimirski's Connecticut registered nursing license. This motion is based on the attached Statement of Charges, records and on the Department's information and belief that the continued practice of registered nursing represents a clear and immediate danger to the public health and safety.

Dated at Hartford, Connecticut on June 10, 2021.

  
\_\_\_\_\_  
Barbara Cass, RN, Branch Chief  
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: **Angel Predzimirski, RN**

**Petition No. 2020-1221**

#### 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 137001 of Angel Predzimirski 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 21st day of July 2021, at 9:00 a.m. The hearing will be held by video conference.

Dated at Waterbury, Connecticut this 16th day of June, 2021.

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



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Telecommunications Relay Service 7-1-1  
410 Capitol Avenue, P.O. Box 340308  
Hartford, Connecticut 06134-0308  
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STATE OF CONNECTICUT  
CONNECTICUT BOARD OF EXAMINERS FOR NURSING

Angel Predzimirski  
848 Derby Avenue, Apt 2  
Orange, CT 06477

VIA EMAIL (atpredzimirski@gmail.com)

**RE: Angel Predzimirski, RN - Petition No. 2020-1221**

**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 **July 21, 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 July 7, 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 18th day of June, 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 Angel Predzimirski, RN has been scheduled for July 21, 2021 and will be conducted remotely through Microsoft Teams/teleconference.

On or before July 7, 2021, you must provide the following by electronic mail response to the hearing office at [ppho.dph@ct.gov](mailto:ppho.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 [ppho.dph@ct.gov](mailto:ppho.dph@ct.gov).

**Credential View Screen** [entity tree](#)

**ANGEL THERESA PREDZIMIRSKI**

Address:

Public  Mail

ANGEL THERESA PREDZIMIRSKI  
848 DERBY AVE APT 2  
ORANGE, CT 06477-1059

ID 1605171  
Warnings  
SSN/FEIN [REDACTED]  
Contact Standing ---  
Contact Type INDIVIDUAL  
Birth Date [REDACTED]  
Public File YES  
Mailing List  
US Citizen  
E-mail [atpredzimirski@gmail.com](mailto:atpredzimirski@gmail.com)

Contact  
Audit  
Enforcement View  
Cont. Edu  
Documents  
E-mail  
Owned By/Key Mgmt  
Exams  
Experience  
Notes  
Schools  
Librarian  
Application  
Other State License  
Background Check  
Online Information  
Reports

Comments:

**Registered Nurse**

Credential # 10.137001  
Preferred Credential Name ANGEL THERESA PREDZIMIRSKI, RN  
Application Date 05/23/2016  
Effective Date 06/10/2021  
Expiration Date 07/31/2021  
First Issuance Date 09/02/2016

Credential Status ACTIVE (06/18/2021)  
Status Reason SUSPENDED  
Amount Due \$0.00  
Date Last Activity 6/18/2021 9:03:10 AM  
Last Updated by Nydia Cotto  
Certificate Sent Date 01/15/2021

Audit  
Documents  
Verification  
Workflow  
Key Mgmt  
Fees  
Notes  
Print Docs  
Comp. Audit  
Renewal  
License Status History  
Online Information

Comments: