

BEFORE THE TEXAS BOARD OF NURSING



I do hereby certify this to be a complete, accurate, and true copy of the document which is on file or is of record in the offices of the Texas Board of Nursing.  
*Katherine A. Thomas*  
Executive Director of the Board

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In the Matter of Registered Nurse           §     AGREED  
License Number 532995                       §  
issued to JOAN M. CORMIER                 §     ORDER

On this day the Texas Board of Nursing, hereinafter referred to as the Board, considered the matter of JOAN M. CORMIER, Registered Nurse License Number 532995, hereinafter referred to as Respondent.

Information received by the Board produced evidence that Respondent may have violated Section 301.452(b)(13), Texas Occupations Code. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order offered on February 3, 2010, by Katherine A. Thomas, MN, RN, Executive Director.

FINDINGS OF FACT

1. Prior to the institution of Agency proceedings, notice of the matters specified below in these Findings of Fact was served on Respondent and Respondent was given an opportunity to show compliance with all requirements of the law for retention of the license.
2. Respondent waived informal proceedings, notice and hearing, and agreed to the entry of this Order.
3. Respondent is currently licensed to practice professional nursing in the State of Texas.
4. Respondent received an Associate Degree in Nursing from Lamar University, Beaumont, Texas, on May 1, 1986. Respondent was licensed to practice professional nursing in the State of Texas on August 22, 1986.
5. Respondent's professional nursing employment history includes:

05/1986 - 05/1987	Staff GN/RN CCU Beaumont Medical and Surgical Hospital Beaumont , Texas
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Respondent's professional nursing employment history continued:

06/1987 - 05/2000	CCU RN / Administrative House Supervisor St. Elizabeth Hospital Beaumont, Texas
06/2000 - 07/2000	Unknown
08/2000 - 01/2008	CCU RN / Administrative House Supervisor Heart Hospital of Austin Austin, Texas
02/2008 - Present	ICU RN Seton Medical Center Williamson Round Rock, Texas

6. At the time of the initial incident, Respondent was employed as Staff Nurse in the Critical Care Unit with the Heart Hospital of Austin, Austin, Texas, and had been in this position for seven (7) years.
7. On or about August 28, 2007, through August 29, 2007, while employed with Heart Hospital of Austin, Austin, Texas, Respondent failed to accurately and completely document the assessment for Patient Medical Record Number 184103, a status-post open heart surgery patient, including, but not limited to, a post-operative assessment, interpretation of rhythm strips, and nursing interventions. Respondent's conduct resulted in an incomplete medical record.
8. On or about October 15, 2008, while employed with Heart Hospital of Austin, Austin, Texas, Respondent failed to accurately and completely assess and/or document an assessment of a large area of bruising to the hip/pelvis region of Patient Medical Record Number 185572. Respondent's conduct resulted in an incomplete medical record.
9. In response to the incidents in Findings of Fact Numbers Seven (7) and Eight (8), Respondent states that Patient Medical Record Number 184103 had extremely low blood pressure and she had "multiple contacts with the physician" during the two (2) hours she cared for the patient at the end of her shift, and that hospital policy states rhythm strips be interpreted every four (4) hours. Regarding Patient Medical Record Number 185572, Respondent states that the patient was sitting in a chair when she made her assessment and she could not see the area of bruising.

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### CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.555, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove of Section 301.452(b)(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE §217.11(1)(A),(1)(B),(1)(D)&(3)(A)D.
4. The evidence received is sufficient cause pursuant to Section 301.452(b), Texas Occupations Code, to take disciplinary action against Registered Nurse License Number 532995, heretofore issued to JOAN M. CORMIER, including revocation of Respondent's license to practice professional nursing in the State of Texas.
5. Section 301.463(d) of the Act provides that this Agreed Order is a Settlement Agreement under Rule 408 of the Texas Rules of Evidence for purposes of civil or criminal litigation.

### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT SHALL receive the sanction of REMEDIAL EDUCATION, and RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code §§301.001 *et seq.*, the Rules and Regulations Relating to Nurse Education, Licensure and Practice, 22 TEX. ADMIN. CODE §211.1 *et seq.* and this Order.

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

IT IS FURTHER AGREED and ORDERED that while Respondent's license is encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a multistate licensure privilege without the written permission of the State of Texas and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED that:

(1) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. In order for the course to be approved, the target audience shall include nurses. It shall be a minimum of six (6) hours in length. The course's content shall include the Nursing Practice Act, standards of practice, documentation of care, principles of nursing ethics, confidentiality, professional boundaries, and the Board's Disciplinary Sanction Policies regarding: Sexual Misconduct; Fraud, Theft and Deception; Nurses with Substance Abuse, Misuse, Substance Dependency, or other Substance Use Disorder; and Lying and Falsification. Courses focusing on malpractice issues will not be accepted. RESPONDENT SHALL CAUSE the sponsoring institution to submit a Verification of Course Completion form, provided by the Board, to the Office of the Board to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:*

<http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>

(2) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete a course in nursing documentation. RESPONDENT SHALL obtain Board approval of the course prior to enrollment only if the course is not being offered by a pre-approved provider. Home study courses and video programs will not be approved. The course shall be a minimum of six (6) hours in length of classroom time. In order for the course to be approved, the target audience shall include Nurses. The course shall include content on the following: nursing standards related to accurate and complete documentation; legal guidelines for recording; methods and processes of

recording; methods of alternative record-keeping; and computerized documentation. RESPONDENT SHALL cause the instructor to submit a Verification of Course Completion form, provided by the Board, to the Board's office to verify RESPONDENT's successful completion of the course. This course shall be taken in addition to any other courses stipulated in this Order, if any, and in addition to any continuing education requirements the Board has for relicensure. *Board-approved courses may be found at the following Board website address:* <http://www.bon.state.tx.us/disciplinaryaction/stipscourses.html>.

(3) RESPONDENT SHALL, within one (1) year of entry of this Order, successfully complete the course "Sharpening Critical Thinking Skills," a 3.6 contact hour online program provided by the National Council of State Boards of Nursing (NCSBN) Learning Extension. In order to receive credit for completion of this program, RESPONDENT SHALL SUBMIT the continuing education certificate of completion for this program to the Board's office, to the attention of Monitoring. This course is to be taken in addition to any continuing education requirements the Board may have for relicensure. *Information regarding this workshop may be found at the following web address: <http://ncsbn.hivelive.com/hives/a0f6f3e8a0/summary>.*

IT IS FURTHER AGREED, that upon full compliance with the terms of this Order, all encumbrances will be removed from RESPONDENT's license and RESPONDENT shall be eligible for multistate licensure privileges, if any, to practice nursing in the State of Texas.

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RESPONDENT'S CERTIFICATION

I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that when this Order becomes final and the terms of this Order become effective, a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice professional vocational nursing in the State of Texas, as a consequence of my noncompliance.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2010.

\_\_\_\_\_  
JOAN M. CORMIER, Respondent

Sworn to and subscribed before me this \_\_\_\_ day of \_\_\_\_\_, 2010.

SEAL

\_\_\_\_\_  
Notary Public in and for the State of \_\_\_\_\_

Approved as to form and substance.

\_\_\_\_\_  
Kenda Dalrymple, Attorney for Respondent

Signed this \_\_\_\_ day of \_\_\_\_\_, 2010.

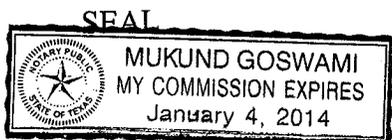
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Signed this 30<sup>th</sup> day of July, 2010.

Joan M. Cormier  
JOAN M. CORMIER, Respondent

Sworn to and subscribed before me this 30 day of July, 2010.



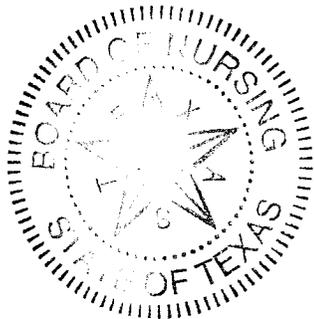
M. Goswami  
Notary Public in and for the State of Texas

Approved as to form and substance.

Kenda Dalrymple  
Kenda Dalrymple, Attorney for Respondent

Signed this 2<sup>nd</sup> day of August, 2010.

WHEREFORE, PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby ratify and adopt the Agreed Order that was signed on the 30th day of July, 2010, by JOAN M. CORMIER, Registered Nurse License Number 532995, and said Order is final.



Effective this 4<sup>th</sup> day of August, 2010.

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