

Respondent's complete professional nursing employment history (continued):

07/07-10/07	Unknown	
10/07-02/08	RN	Dallas County Health and Human Services Dallas, Texas
02/08-04/08	Unknown	
04/08-05/08	RN	Medical City Hospital-Dallas Dallas, Texas
05/08-Present	Unknown	

6. At the time of the incident initial incident, Respondent was employed as a Registered Nurse with Baylor University Medical Center, Dallas, Texas, and had been in this position for approximately five (5) years and five (5) months.
7. On or about November 2006, while employed as a Registered Nurse with Baylor University Medical Center, Dallas, Texas, Respondent wrote a prescription for Norco for a patient, even though the patient's physician did not order Norco for the patient. Respondent's conduct was likely to deceive the pharmacy of Norco through the use of a unauthorized written prescription.
8. On or about November 2006, while employed as a Registered Nurse with Baylor University Medical Center, Dallas, Texas, Respondent lacked fitness to practice professional nursing in that she was falling asleep while on duty and her handwriting was illegible. Respondent's conduct could have affected her ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
9. On or about November 2006, while employed as a Registered Nurse with Baylor University Medical Center, Dallas, Texas, Respondent admitted that misappropriated Norco from the facility and patients thereof, was for her own personal use. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
10. On or about November 2006, while employed as a Registered Nurse with Baylor University Medical Center, Dallas, Texas, Respondent engaged in the intemperate use of Norco, in that she produced a specimen for a drug screen which resulted positive for Hydrocodone and Acetaminophen. The use of Hydrocodone by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby

placing the patients in potential danger.

11. On or about May 15, 2008, while employed as a Registered Nurse with Medical City Hospital- Dallas, Dallas, Texas, Respondent withdrew Hydrocodone from the Medication Dispensing System (Pyxis) for a patient, and falsely documented that the medications had been administered to the patient as follows:

Patient	Date and Time Pulled	Medication	Time on MAR	Nurse's Notes	Waste	Physicians Order
H001031188	05/15/08 0054	Norco 5/325 Tab	Not Documented	N/A	None	1 PRN Q 4 HRS
H001031188	05/15/08 2101	Norco 5/325 Tab	2100	N/A	None	1 PRN Q 4 HRS
H001031188	05/15/08 0440	Norco 5/325 Tab	Not Documented until 0608	N/A	None	1 PRN Q 4 HRS

Respondent's conduct above was likely to injure the patient in that subsequent care givers would rely on her documentation to further medicate the patient which could result in adverse patient care.

12. On or about May 15, 2008, while employed as a Registered Nurse with Medical City Hospital- Dallas, Dallas, Texas, Respondent misappropriated Hydrocodone from the facility and patients thereof. Additionally, you admitted to taking the patient's medications for your own personal use. Respondent's conduct was likely to defraud the facility and patients of the cost of the medications.
13. On or about May 15, 2008, while employed as a Registered Nurse with Medical City Hospital- Dallas, Dallas, Texas, Respondent engaged in the intemperate use of Hydrocodone in that Respondent produce a specimen for a drug screen which resulted positive for Hydrocodone. The use of Hydrocodone by a Registered Nurse, while subject to call or duty, could impair the nurse's ability to recognize subtle signs, symptoms or changes in patients' conditions, and could have affected her ability to make rational, accurate, and appropriate assessments, judgments, and decisions regarding patient care, thereby placing the patients in potential danger.
14. The Respondent's conduct described in the preceding Findings of Fact was reportable under the provisions of Article 4525a, TEX. REV. STAT. ANN.

15. The Board finds that there exists serious risks to public health and safety as a result of impaired nursing care due to intemperate use of controlled substances or chemical dependency.
16. Respondent's conduct described in Findings of Fact Number Six (6) through Thirteen (13) resulted from Respondent's impairment by dependency on chemicals.
17. Respondent's compliance with the terms of a Board approved peer assistance program should be sufficient to protect patients and the public.

CONCLUSIONS OF LAW

1. Pursuant to Texas Occupations Code, Sections 301.451-301.455, the Board has jurisdiction over this matter.
2. Notice was served in accordance with law.
3. The evidence received is sufficient to prove violations of Section 301.452(b)(9)(10)(12)&(13), Texas Occupations Code, and 22 TEX. ADMIN. CODE § 217.11(1)(D) and 22 TEX. ADMIN. CODE §217.12(1)(A)&(C),(4),(5),(6)(A),(G)&(H),(8)&(10)(A),(B),(D)&(E).
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 667501, heretofore issued to CRISTINA WILLIAMS, including revocation of Respondent's license to practice nursing in the State of Texas.
5. The Board may, in its discretion, order a nurse to participate in a peer assistance program approved by the Board if the nurse would otherwise have been eligible for referral to peer assistance pursuant to Section 301.410, Texas Occupations Code.

ORDER

IT IS THEREFORE AGREED and ORDERED that RESPONDENT, in lieu of the sanction of Revocation under Section 301.453, Texas Occupations Code, SHALL comply with the following conditions for such a time as is required for RESPONDENT to successfully complete the Texas Peer Assistance Program for Nurses (TPAPN):

RESPONDENT SHALL deliver the wallet-sized license issued to CRISTINA JEAN WILLIAMS, to the office of the Texas Board of Nursing within ten (10) days from the date of ratification of this Order.

(1) RESPONDENT SHALL, within forty-five (45) days following the date of entry of this final Order, apply to TPAPN and SHALL, within ninety (90) days following the date of entry of this final Order, sign and execute the TPAPN participation agreement, which SHALL include payment of a non-refundable participation fee in the amount of five hundred dollars (\$500.00) payable to TPAPN.

(2) Upon acceptance into the TPAPN, RESPONDENT SHALL waive confidentiality and provide a copy of the executed TPAPN participation agreement to the Texas Board of Nursing.

(3) RESPONDENT SHALL comply with all requirements of the TPAPN participation agreement during its term and SHALL keep her license to practice nursing in the State of Texas current.

(4) RESPONDENT SHALL CAUSE the TPAPN to notify the Texas Board of Nursing of any violation of the TPAPN participation agreement.

IT IS FURTHER AGREED and ORDERED, RESPONDENT SHALL comply in all respects with the Nursing Practice Act, Texas Occupations Code, Section §§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 privileges, 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 Texas Board of Nursing and the Board of Nursing in the party state where Respondent wishes to work.

IT IS FURTHER AGREED, SHOULD RESPONDENT fail to comply with this Order or the terms of the participation agreement with the TPAPN, such noncompliance will result in further disciplinary action including revocation of Respondent's license and 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 waive representation by counsel. I have reviewed this Order. I neither admit nor deny the violations alleged herein. I do acknowledge possessing a diagnosis that deems me eligible to participate in the Texas Peer Assistance Program for Nurses. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, and Conditions One (1) through Four (4) of this Order to obtain disposition of the allegations through peer assistance and to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order becomes effective upon acceptance by the Executive Director on behalf of the Texas Board of Nursing, and a copy will be mailed to me. I understand that if I fail to comply with all terms and conditions of this Order, I will be subject to investigation and disciplinary sanction, including revocation of my license to practice professional nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 21 day of May, 2009.

Cristina Williams
CRISTINA WILLIAMS, Respondent

Sworn to and subscribed before me this 21 day of May 2009.



Cindy Clayton
Notary Public in and for the State of Texas

WHEREFORE PREMISES CONSIDERED, the Executive Director, on behalf of the Texas Board of Nursing, does hereby accept and enter the Agreed Order that was signed on the 21st day of May, 2009, by CRISTINA WILLIAMS, Registered Nurse License Number 667501, and said Order is final.



Entered and effective this 3rd day of June, 2009.

Katherine A. Thomas

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