



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

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Advanced Practice Registered §  
Nurse License Number AP 114742, § AGREED  
Registered Nurse License Number 725376 §  
issued to DEBRA JEAN GLAAB, § ORDER  
PETITIONER for Exception §

A public meeting of the Eligibility and Disciplinary Committee of the Board, hereinafter referred to as the Committee, was held on March 18, 2014, at 333 Guadalupe, Tower 3, Suite 460, Austin, Texas, to consider the Petition for Exception and supporting documents filed by DEBRA JEAN GLAAB, hereinafter referred to as PETITIONER.

PETITIONER appeared in person. PETITIONER was represented by Nancy Roper-Willson, Attorney at Law.

Board Members in attendance were: Tamara Cowen, MSN, RN; and Shelby Elzey, BBA. Staff present were: Katherine A. Thomas, MN, RN, FAAN, Executive Director; James W. Johnston, General Counsel; Anthony L. Diggs, Director, Enforcement Division; Diane E. Burell, Investigator; Sierra Ready, Investigator; Kathy Hoffman, Legal Assistant Supervisor; and Andrea Gonzalez, Legal Secretary.

Petitioner waived notice and hearing, and agreed to the entry of this Order offered by the Committee on March 18, 2014.

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 Petitioner and Petitioner was given an opportunity to show compliance with all requirements of the law for retention of the license(s).
2. Petitioner waived notice and hearing, and consented to the entry of this Order.

3. Petitioner's license to practice nursing in the State of Texas is currently in delinquent status. Petitioner's authorization for advanced practice is currently in delinquent status.
4. Petitioner received a Baccalaureate Degree in Nursing from College Misericordia, Dallas, Pennsylvania, on May 1, 1994, and received a Certificate from the Pediatric Critical Care Nurse Practitioner Program of The University of Pennsylvania, Philadelphia, Pennsylvania, on August 5, 2005. Petitioner was licensed to practice professional nursing in the State of Texas on February 23, 2006, and became Board recognized as a Pediatric Critical Care Nurse Practitioner in the State of Texas on March 2, 2006.
5. Petitioner's nursing employment history includes:

5/94 - 5/95	Child Home Care Nurse Specialist	St. Barnabas Medical Center Livingston, New Jersey
6/95 - 11/96	Registered Nurse	Durham Regional Hospital Durham, North Carolina
12/96 - 11/97	Registered Nurse	Pitt County Memorial Hospital Greenville, North Carolina
12/97 - 1/03	Registered Nurse	Cross County/Trav Corps. Boca Raton, Florida
12/02 - 7/04	Registered Nurse	North Carolina Baptist Medical Center Winston-Salem, North Carolina
3/03 - 4/04	Instructor	Durham Technical Community College Durham, North Carolina
5/04 - 7/04	Registered Nurse	National Healthcare Staffing North Carolina
8/04 - 9/05	Instructor	University of Philadelphia Philadelphia, Pennsylvania
10/05 - 2/08	Pediatric Critical Care Nurse Practitioner	Children's Medical Center of Dallas Dallas, Texas
3/07 - 6/08	Pediatric Critical Care Nurse Practitioner	Cook Children's Fort Worth, Texas

Petitioner's nursing employment history continued:

7/08 - 2/11	Pediatric Critical Care Nurse Practitioner	Children's Hospital of Philadelphia Philadelphia, Pennsylvania
3/11 - present	Medical Director	Phoenix Marketing Solutions, LLC Warren, New Jersey

6. On or about February 8, 2011, Petitioner was issued the sanction of a Limited License with Stipulations through an Agreed Order of the Board. The Board of Nursing did not and had never intended to revoke Petitioner's license to practice for the allegations. The Board's intention had only been to pursue a sanction of a Warning with Stipulations. Petitioner had instead opted to accept the sanction of a Limited License with Stipulations. A copy of the Agreed Order, including the Findings of Fact, Conclusions of Law, and Order, dated February 8, 2011, is attached and incorporated herein by reference as part of this Order.
7. Petitioner has not had the opportunity to provide direct patient care since February 8, 2011, pursuant to the terms of the Order issued to her by the Board on February 8, 2011. As a result, Petitioner has not been able to adequately demonstrate that her conduct, as described in the Findings of Fact in the Agreed Order dated February 8, 2011, does not continue to pose serious risks to public health and safety.

#### 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 violation(s) of 22 TEX. ADMIN. CODE §217.11(1)(A), (B), (C), (G), (H), (M) & (T) and (4)(A), and 22 TEX. ADMIN. CODE §217.12(1)(A), (B) & (E) and (4).
4. The evidence received is sufficient cause pursuant to Section 301.452(b)(10) and (13), Texas Occupations Code, to take disciplinary action against Pediatric Critical Care Nurse Practitioner, and Registered Nurse License Number 725376, heretofore issued to DEBRA JEAN GLAAB.

#### ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that the sanction of Limited License with Stipulations previously issued to Petitioner is hereby lifted and the Petitioner is subject to the following WARNING WITH STIPULATIONS, conditions, and requirements:

(1) The stipulations, conditions, and requirements specified herein SHALL SUPERCEDE those of any Order previously entered by the Texas Board of Nursing.

(2) While under the terms of this Order, this Order SHALL apply to any and all future licenses issued to Petitioner to practice nursing in the State of Texas.

(3) This Order SHALL be applicable to Petitioner's nurse licensure compact privileges, if any, to practice nursing in the State of Texas.

(4) While Petitioner's license(s) is/are encumbered by this Order, Petitioner may not work outside the State of Texas pursuant to a nurse licensure compact privilege without the written permission of the Texas Board of Nursing and the Board of Nursing in the party state where Petitioner wishes to work.

(5) Petitioner 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.

(6) PETITIONER SHALL, within one (1) year of entry of this Order, successfully complete a course in Texas nursing jurisprudence and ethics. PETITIONER 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. PETITIONER 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 PETITIONER'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.texas.gov/compliance>.*

(7) PETITIONER 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, PETITIONER 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. *Board-approved courses may be found at the following Board website address: <http://www.bon.texas.gov/compliance>.*

**IT IS FURTHER ORDERED, SHOULD PETITIONER PRACTICE AS A NURSE IN THE STATE OF TEXAS, PETITIONER WILL PROVIDE DIRECT PATIENT CARE AND PRACTICE IN A HOSPITAL, NURSING HOME, OR OTHER CLINICAL SETTING AND PETITIONER MUST WORK IN SUCH SETTING A MINIMUM OF SIXTY-FOUR (64) HOURS PER MONTH UNDER THE FOLLOWING STIPULATIONS FOR ONE (1) YEAR OF EMPLOYMENT. THE LENGTH OF THE STIPULATION PERIOD WILL BE EXTENDED UNTIL SUCH TWELVE (12) MONTHS HAVE ELAPSED. PERIODS OF UNEMPLOYMENT OR OF EMPLOYMENT THAT DO NOT REQUIRE THE USE OF A REGISTERED NURSE (RN) OR A VOCATIONAL NURSE (LVN) LICENSE, AS APPROPRIATE, WILL NOT APPLY TO THIS STIPULATION PERIOD:**

(8) PETITIONER SHALL notify each present employer in nursing of this Order of the Board and the stipulations on PETITIONER'S license(s). PETITIONER SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each present employer within five (5) days of receipt of this Order. PETITIONER SHALL notify all future employers in nursing of this Order of the Board and the stipulations on PETITIONER'S license(s). PETITIONER SHALL present a complete copy of this Order and all Proposals for Decision issued by the Administrative Law Judge, if any, to each future employer prior to accepting an offer of employment.

(9) PETITIONER SHALL CAUSE each present employer in nursing to submit the Notification of Employment form, which is provided to the PETITIONER by the Board, to the Board's office within ten (10) days of receipt of this Order. PETITIONER SHALL CAUSE each future employer to submit the Notification of Employment form, which is provided to the PETITIONER by the Board, to the Board's office within five (5) days of employment as a nurse.

(10) Should PETITIONER choose to work as a Pediatric Critical Care Nurse Practitioner, PETITIONER'S practice of professional nursing will be monitored for one (1) year by a Pediatrician or Pediatric Nurse Practitioner who has been approved by the Board. PETITIONER must provide a list of three (3) Pediatricians and/or three (3) Pediatric Nurse Practitioners from which the Board shall select. For the Pediatrician and/or Pediatric Nurse Practitioner, the list must include the following for each: name, license number or social security number, educational background and professional employment history. Monitoring shall commence no later than thirty (30) days following the date of PETITIONER'S receipt of the name of the monitor selected by the Board. The monitor will offer guidance, advice and assistance to the PETITIONER as necessary to ensure that deficiencies such as those set forth in this Order do not reoccur. PETITIONER SHALL meet with the monitor at least twice a month, at least one (1) hour duration each. PETITIONER

SHALL ensure that the monitor submits reports, addressing PETITIONER'S progress in overcoming these deficiencies to the office of the Board at the end of each three (3) months for the one (1) year stipulation period. Meetings may be longer and more frequent if the monitor determines necessary. Multiple employers are prohibited.

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

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PETITIONER'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 violation 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 this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, 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(s) to practice nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 25<sup>th</sup> day of April, 2014.

[Signature]  
DEBRA JEAN GLAAB, Petitioner

Sworn to and subscribed before me this 25<sup>th</sup> day of April, 2014.

SEAL



[Signature]  
Notary Public in and for the State of New Jersey

[Signature]  
Approved as to form and substance.  
Nancy Roper Willson  
Nancy Roper Willson, Attorney for PETITIONER

Signed this 25<sup>th</sup> day of April, 2014.

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 25th day of April, 2014, by DEBRA JEAN GLAAB, Advanced Practice Registered Nurse License Number AP114742, and Registered Nurse License Number 725376, and said Order is final.

Effective this 1st day of May, 2014.



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



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.  
*Helen M. Thomas*  
Executive Director of the Board

BEFORE THE TEXAS BOARD OF NURSING

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In the Matter of Registered Nurse                   §                   AGREED  
License Number 725376                               §  
issued to DEBRA JEAN GLAAB                   §                   ORDER

An investigation by the Texas Board of Nursing, hereinafter referred to as the B produced evidence indicating that DEBRA JEAN GLAAB, hereinafter referred to as Respor Registered Nurse License Number 725376, may have violated Section 301.452(b)(10)&(13), Texas Occupations Code.

An informal conference was held on January 26, 2011, at the office of the Texas Board of Nursing, in accordance with Section 301.464 of the Texas Occupations Code.

Respondent appeared by telephone and was represented by her attorney, Jason Partney, Bertolino, LLP, who also appeared by telephone. In attendance were Katherine A. Thomas, MN, RN, Executive Director; Nikki Hopkins, Assistant General Counsel; Anthony L. Diggs, MSCJ, Director, Enforcement Division; Jolene Zych, MS, RNC, WHNP; and Marcia Wilson, Investigator.

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 notice and hearing, and consented to the entry of this Order.
3. Respondent license to practice professional nursing in the State of Texas is currently in "delinquent/expired" status.
4. Respondent received a Baccalaureate Degree in Nursing from College Misericordia, Dallas, Pennsylvania on May 1, 1994, and received a Certificate from the Pediatric Critical Care Nurse Practitioner Program of The University of Pennsylvania, Philadelphia, Pennsylvania,

on August 5, 2005. Respondent was licensed to practice professional nursing in the State of New Jersey on July 26, 1994; was licensed to practice professional nursing in the State of North Carolina on May 26, 1995; was licensed to practice professional nursing in the State of California on March 29, 2000; was licensed to practice professional nursing in the State of Pennsylvania on December 1, 2004, and was recognized by the Pennsylvania Board of Nursing as a Pediatric Critical Care Nurse Practitioner on May 12, 2008 with full prescriptive authority; was licensed to practice professional nursing in the State of Texas on February 23, 2006; and became Board recognized as a Pediatric Critical Care Nurse Practitioner in the State of Texas on March 2, 2006 with full prescriptive authority.

5. Respondent's professional nursing employment history includes:

05/1994 - 05/1995	Child Home Care Nurse Specialist	Saint Barnabas Medical Center Livingston, New Jersey
06/1995 - 11/1996	Registered Nurse	Durham Regional Hospital Durham, North Carolina
12/1996 - 11/1997	Registered Nurse	Pitt County Memorial Hospital Greenville, North Carolina
12/1997 - 01/2003	Registered Nurse	Cross Country/Trav Corps Boca Raton, Florida
12/2002 - 07/2004	Registered Nurse	North Carolina Baptist Medical Center Winston-Salem, North Carolina
03/2003 - 04/2004	Instructor	Durham Technical Community College, Durham, North Carolina
05/2004 - 07/2004	Registered Nurse	National Healthcare Staffing North Carolina
08/2004 - 09/2005	Instructor	University of Pennsylvania Philadelphia, Pennsylvania
10/2005 - 02/2008	PCCNP	Children's Medical Center of Dallas, Dallas, Texas
03/2007 - 06/2008	PCCNP	Cook Children's Fort Worth, Texas

6. Respondent has no prior disciplinary history with the Texas Board of Nursing.

7. At the time of the initial incident, Respondent was employed as a Pediatric Nurse Practitioner with Children's Medical Center of Dallas, Dallas, Texas, and had been in this position for one (1) year and one (1) month.
8. On or about November 28, 2006, while employed with Children's Medical Center of Dallas, Dallas, Texas, Respondent failed to immediately intubate Patient Medical Record Number 76890 before transporting the patient to have a computed tomography (CT) scan performed. The patient had signs of increasing intracranial pressure and could have experienced complications.
9. On or about December 24, 2006, while employed with Children's Medical Center of Dallas, Dallas, Texas, Respondent omitted corticosteroids from her admission orders for Patient Medical Record Number 1465236, who was admitted with an acute asthma exacerbation. Respondent's omissions could have caused the patient to experience complications.
10. On or about March 23, 2007, while employed with Children's Medical Center of Dallas, Dallas, Texas, Respondent failed to timely order antibiotics upon learning that Patient Medical Record Number 1291761 had an infection in his/her External Ventricular Drain (EVD). Respondent's omissions could have caused the patient to experience complications.
11. On or about April 5, 2007, while employed with Children's Medical Center of Dallas, Dallas, Texas, Respondent failed to appropriately manage the care of Patient Medical Record Number 764274, when Respondent treated the patient's metabolic acidosis as if it were respiratory acidosis by increasing the ventilator rate from twelve (12) to fourteen (14) respirations per minute. The patient suffered no adverse effects.
12. In response to the incidents in Findings of Fact Numbers Eight (8) through Eleven (11) Respondent states that the patient in paragraph Eight (8) with the intracranial pressure was immediately given additional treatments and medications (Manitol) to treat the signs of increased intracranial pressure. All treatments were approved by three (3) supervising physicians and the lack of intubation was not questioned until after the patient had been transported to the Head CT scan.

Respondent states that the corticosteroids were inadvertently omitted for the patient in paragraph Nine (9) from the admission orders. This was Respondent's first asthma admission. Respondent conferred with the supervising doctor and the facility's policies and procedures prior to submitting the admission orders for the patient. However, Respondent understands that corticosteroids should be listed on such admission orders and why her actions were incorrect, in retrospect.

Respondent states that she received the lab report at 8:50 a.m. indicating an infection was present for the patient in paragraph Ten (10) who had an External Ventricular Drain (EVD). Respondent maintained that she continued to assess the patient, then properly reported to rounds, which had already begun. The prescription for antibiotics was written during rounds

ORDER

IT IS THEREFORE AGREED and ORDERED, subject to ratification by the Texas Board of Nursing, that RESPONDENT WILL receive the sanction of LIMITED LICENSE with Stipulations, and RESPONDENT WILL 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 WILL be applicable to Respondent's nurse Licensure compact privileges, if any, to practice nursing in the State of Texas.

IT IS FURTHER AGREED and ORDERED that while Respondent's license(s) is/are encumbered by this Order, Respondent may not work outside the State of Texas pursuant to a nurse Licensure compact 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 that:

(1) While under the terms of this Order, RESPONDENT WILL NOT provide direct patient care in Texas. For the purposes of this Order, direct patient care involves a personal relationship between the Nurse and the client, and includes, but is not limited to: teaching, counseling, assessing the client's needs and strengths; and providing skilled nursing care.

(2) SHOULD RESPONDENT desire to return to a clinical practice setting, which would require providing direct patient care in Texas, RESPONDENT WILL petition the Board for such approval.

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and Respondent is not accountable for the fact that the medication was not received from pharmacy or administered by the nurse until 11:30 a.m.

Respondent acknowledges that, for the patient in paragraph Eleven (11), she attempted to correct an acidotic blood gas by making a ventilator change which would lower the patient's CO2 level and raise his Ph. Respondent understood the differences between metabolic and respiratory acidosis, the proper treatment of each, and the complications from an improper diagnosis. The patient's Arterial Blood Gases (ABC'S) following her intervention actually improved.

13. Charges were filed on June 7, 2010.
14. Charges were mailed to Respondent on June 30, 2010.
15. The Board of Nursing does not and has never intended to revoke the Respondent's license to practice for these allegations. The Board's intention has only been to pursue a sanction of Warning with Stipulations. Respondent has instead opted to accept the below sanction of a Limited License with Stipulations.

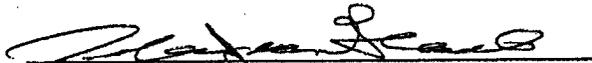
#### CONCLUSIONS OF LAW

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 on Respondent's omissions is sufficient to prove violations of TEX. OCC. CODE §§ 301.452(b)(10)&(13) and 22 TEX. ADMIN. CODE §§ 217.11(1)(A), (B), (C), (G), (H), (M) & (T) and (4)(A) and 217.12(1)(A), (B) & (E) and (4).
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 725376, heretofore issued to DEBRA JEAN GLAAB, including revocation of Respondent's license to practice professionally nursing in the State of Texas.

RESPONDENT'S CERTIFICATION

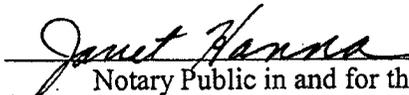
I understand that I have the right to legal counsel prior to signing this Agreed Order. I have reviewed this Order. I neither admit nor deny the violations alleged herein. By my signature on this Order, I agree to the Findings of Fact, Conclusions of Law, Order, and any conditions of said Order, to avoid further disciplinary action in this matter. I waive judicial review of this Order. I understand that this Order is subject to ratification by the Board. When this Order is ratified, the terms of this Order become effective, 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 nursing in the State of Texas, as a consequence of my noncompliance.

Signed this 27 day of January, 2011.

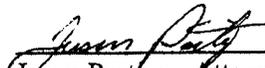
  
DEBRA JEAN GLAAB, Respondent

Sworn to and subscribed before me this 27th day of January, 2011.

SEAL

  
Notary Public in and for the State of JANET R. HANNA  
NOTARY PUBLIC OF NEW JERSEY  
My Commission Expires July 17, 2011

Approved as to form and substance.

  
Jason Parthey, Attorney for Respondent

Signed this 31 day of January, 2011

WHEREFORE, PREMISES CONSIDERED, the Texas Board of Nursing does hereby ratify and adopt the Agreed Order that was signed on the 27th day of January, 2011, by DEBRA JEAN GLAAB, Registered Nurse License Number 725376, and said Order is final.

Effective this 8th day of February, 2011.



*Katherine A. Thomas*

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