

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: C. RENEE' THOMAS CARR ZEIGLER, R.N.
License Number: 0001-110838
Expiration Date: November 30, 2018
Case Number: 173853

**NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE
AND STATEMENT OF ALLEGATIONS**

You are hereby notified that an informal conference has been scheduled before an Agency Subordinate of the Board of Nursing ("Board") regarding your license to practice professional nursing in the Commonwealth of Virginia.

TYPE OF PROCEEDING:	This is an informal conference before an Agency Subordinate of the Board.
DATE AND TIME:	May 25, 2017 at 9:00 a.m.
PLACE:	Virginia Department of Health Professions Perimeter Center - 9960 Mayland Drive 2 nd Floor - Virginia Conference Center Henrico, Virginia 23233

LEGAL AUTHORITY AND JURISDICTION:

1. This informal conference is being held pursuant to Virginia Code §§ 2.2-4019 and 54.1-2400(10). This proceeding will be convened as a public meeting pursuant to Virginia Code § 2.2-3700.

2. After consideration of all information, the Agency Subordinate is authorized to take any of the following actions:

- If the Agency Subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice professional nursing in the Commonwealth;

- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your license, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the Agency Subordinate may refer this matter for a formal administrative proceeding pursuant to Virginia Code § 2.2-4020.

Board's Review of Agency Subordinate's Recommended Decision

If you appear in person or by counsel at the informal conference, the recommendation of the Agency Subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and refer the case to a formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you fail to appear in person or by counsel at the informal conference, the recommendation of the Agency Subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and refer the case to a formal hearing. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

ABSENCE OF RESPONDENT AND RESPONDENT'S COUNSEL:

If you fail to appear at the informal conference, the Agency Subordinate may proceed to hear this matter in your absence and may take any of the actions outlined above.

RESPONDENT'S LEGAL RIGHTS:

You have the right to the information on which the Agency Subordinate will rely in making a decision, to be represented by counsel at this proceeding, to subpoena witnesses and/or documents, and to present relevant evidence on your behalf.

INFORMAL CONFERENCE MATERIALS:

Enclosed is a copy of the documents that will be considered by the Agency Subordinate when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the notice sent by certified mail, which you may be required to claim at the post office. Please bring these documents with you to the informal conference.**

FILING DEADLINES:

Deadline for filing materials: **May 18, 2017**. Submit 5 copies of all documents you want the Board to consider to Sylvia Tamayo-Suijk, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233. Exhibits may not be sent by facsimile or e-mail.

REQUEST FOR A CONTINUANCE

Absent exigent circumstances, such as personal or family illness, a request for a continuance after **May 18, 2017**, will not be considered. If you obtain counsel, you should do so as soon as possible, as a motion for a continuance due to the unavailability of counsel will not be considered unless received by **May 18, 2017**.

STATEMENT OF ALLEGATIONS

The Board alleges that:

1. At all times relevant hereto, C. Renee' Thomas Carr Zeigler, R.N., was licensed to practice professional nursing in the Commonwealth of Virginia.
2. Ms. Zeigler violated Virginia Code § 54.1-3007(2), (5) and (6) and 18 VAC 90-20-300(A)(2)(c) of the Regulations Governing the Practice of Nursing (currently found at 18 VAC 90-19-230(A)(2)(c) effective February 24, 2017) ("Regulations"), in that during the course of her employment with Intrepid USA Hospice, Virginia Beach, Virginia ("Intrepid"), on or about April 15, 2016, she removed multiple bottles and packages of controlled medications, including fentanyl (C-II), hydromorphone (C-II), and Xanax (alprazolam, C-IV), from the home of a deceased hospice patient for her own personal and unauthorized use.
3. Ms. Zeigler violated Virginia Code § 54.1-3007(5) and (6) in that on or about April 19, 2016, and April 20, 2016, during the course of her employment with Intrepid, Ms. Zeigler exhibited signs of impairment, including bizarre, erratic and confused behavior including forgetting conversations that she had only minutes prior.
4. Ms. Zeigler violated Virginia Code § 54.1-3007(6) in that she is unsafe to practice professional nursing due to substance abuse and/or mental illness, as evidenced by the following:
 - a. By her own admission, Ms. Zeigler formed a dependence on Xanax during her use of the medication from 1985 through 2014 and acknowledged that she could be at risk for resuming her use of the medication.

b. From on or about June 2010 through July 2016, Ms. Zeigler has received mental health treatment with Tucker Psychiatric Clinic, Inc., Richmond, Virginia, where she was diagnosed with bipolar disorder, anxiety disorder, not otherwise specified, and adult attention deficit disorder.

5. Ms. Zeigler violated Virginia Code § 54.1-3007(2) and (5) and 18 VAC 90-20-300(A)(2)(f) of the Regulations (currently found at 18 VAC 90-19-230(A)(2)(f) effective February 24, 2017), as evidenced by the following:

a. During her employment with Sovereign Staffing Solutions, Virginia Beach, Virginia (“Sovereign”), and while on assignment with Eastern State Hospital, Williamsburg, Virginia:

i. On or about July 16, 2016, she failed to administer medications to a patient per physician’s orders.

ii. On or about August 20, 2016, she failed to have a staff member witness and co-sign the wastage of Ativan (lorazepam, C-IV).

b. During her employment with Intrepid, on or about April 22, 2016, she failed to wear gloves and failed to follow aseptic and sterile technique while changing a patient’s suprapubic catheter.

6. Ms. Zeigler violated Virginia Code § 54.1-3007(2) and 18 VAC 90-20-300(A)(2)(e) of the Regulations (currently found at 18 VAC 90-19-230(A)(2)(e) effective February 24, 2017) in that:

a. On her application for employment with Sovereign, dated May 22, 2016, she failed to disclose her employment with Intrepid, where her employment was terminated due to the acts as outlined in Allegation No. 2, and failed to disclose that she was subject to an investigation by the Board resulting from her May 9, 2016 self-report to the Department of Health Professions.

b. On at least five other applications for employment, she failed to disclose prior employment that resulted in counseling or involuntary termination for issues such as: inability to

adequately convey patient needs to staff and caregivers, inability to complete tasks and follow instructions, poor and untimely documentation, and mishandling of documents.

Pursuant to Virginia Code § 54.1-2400.2(K), the Board considered whether to disclose or not disclose Ms. Zeigler's health records or health services.



Jodi Power, R.N., J.D.
Deputy Executive Director
Virginia Board of Nursing

April 26, 2017
Date