

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: KATHERINE MARIE HARRELL NORMAN, R.N.
License Number: 0001-085736
Case Number: 168892

RATIFICATION AND ORDER

On November 16, 2016, a panel of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Katherine Marie Harrell Norman, R.N., submitted written comments.

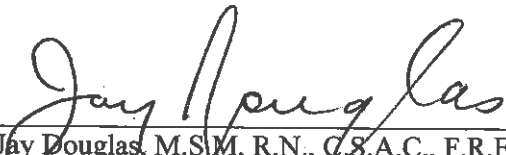
In consideration whereof, the Board of Nursing ACCEPTS the attached Recommended Findings of Fact and Conclusions of Law of the Agency Subordinate and ADOPTS the Recommended Order in its entirety.

Pursuant to Virginia Code § 54.1-2400.2, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record, and shall be made available for public inspection and copying upon request.

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

Pursuant to Virginia Code § 54.1-2400(10), Ms. Norman may, not later than 5:00 p.m., on January 8, 2017, notify Jay P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E., Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that she desires a formal administrative hearing before the Board. Upon the filing with the Executive Director of a request for the hearing, this Order shall be vacated.

FOR THE BOARD



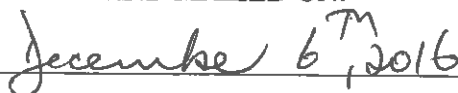
Jay Douglas, M.S.M., R.N., C.S.A.C., F.R.E.
Executive Director
Virginia Board of Nursing

Certified True Copy

By 

Virginia Board of Nursing

ENTERED AND MAILED ON:



December 6th, 2016

This Order shall become final on January 8, 2017, unless a request for a formal administrative hearing is received as described above.

BEFORE THE VIRGINIA BOARD OF NURSING

IN RE: KATHERINE MARIE HARRELL NORMAN, R.N.
License Number: 0001-085736
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REPORT AND RECOMMENDATION OF AGENCY SUBORDINATE

Jurisdiction and Procedural History

Pursuant to Virginia Code §§ 2.2-4019 and 54.1-2400(10), Jane Elliott, R.N., Ph.D., serving as Agency Subordinate of the Virginia Board of Nursing (“Board”), held an informal conference on September 7, 2016 in Henrico County, Virginia, to inquire into evidence that Katherine Marie Harrell Norman, R.N., may have violated certain laws and regulations governing the practice of professional nursing in the Commonwealth of Virginia.

Ms. Norman appeared at this proceeding and was represented by Margaret Hardy, Esquire.

Upon consideration of the evidence, the Agency Subordinate makes the following Findings of Fact and Conclusions of Law and recommends that the Board adopt the following Order.

Notice

By letter dated August 11, 2016, the Board sent a Notice of Informal Conference (“Notice”) to Ms. Norman notifying her that an informal conference would be held on September 7, 2016. The Notice was sent by certified and first class mail to the legal address of record on file with the Board.

Recommended Findings of Fact and Conclusions of Law

1. Katherine Marie Harrell Norman, R.N., was issued License Number 0001-085736 to practice professional nursing on September 15, 1982, which is scheduled to expire on August 31, 2018. At all times relevant to the findings herein, said license was in full force and effect. Her primary state of residence is Virginia.

2. During the course of her employment with John Randolph Medical Center, Hopewell, Virginia:

a. Ms. Norman violated Virginia Code § 54.1-3007(2), (5) and (8) and 18 VAC 90-20-300(A)(2)(f) of the Regulations Governing the Practice of Nursing (“Regulations”) in that on July 23, 2015, Ms. Norman engaged in a verbal altercation with Patient A after his multiple requests for pain medication. After the patient confronted Ms. Norman about being an incompetent nurse, she screamed and yelled at Patient A and slammed her fist down on the desk and demanded that he be discharged against medical advice (“AMA”). The incident occurred on the behavioral health unit and was witnessed by the clinical coordinator. Ms. Norman called the police on Patient A who arrived and surrounded the patient. Ms. Norman acknowledged that she was sorry for calling the police. She also admitted giving the patient paperwork to sign out AMA because she wanted him to leave, but he refused to sign it. Following this incident, Ms. Norman was sent home by the clinical coordinator.

b. Ms. Norman violated Virginia Code § 54.1-3007(2), (5) and (8) and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that on July 23, 2015, at 7:29 a.m., Ms. Norman withdrew six Percocet 5/325 tablets for Patient A instead of the prescribed OxyIR 30mg capsules (both oxycodone, C-II), and failed to document administration, wastage or return in the Pyxis system. Further, Ms. Norman falsely documented on the electronic medication administration record that she administered the OxyIR as prescribed.

c. Ms. Norman violated Virginia Code § 54.1-3007(2), (5) and (8) and 18 VAC 90-20-300(A)(2)(f) of the Regulations in that:

i. On July 23, 2015, at 8:50 a.m., and July 22, 2015, at 9:03 a.m., Ms. Norman withdrew one Ultram (tramadol, C-IV) 50mg tablet for Patient B; however, she failed to document administration, wastage or return in the Pyxis system.

ii. On July 18, 2015, at 4:06 p.m., Ms. Norman withdrew two oxycodone 5mg capsules for Patient C; however, she failed to document administration, wastage or return in the Pyxis system.

3. The facility reported that there were no signs of impairment and a urine drug screen conducted on July 24, 2015, was negative. Ms. Norman was hired at John Randolph Medical Center on April 6, 2015. Ms. Norman's employment was suspended on July 24, 2015, and she resigned on August 19, 2015, in lieu of termination.

4. Ms. Norman violated Virginia Code § 54.1-3007(2) and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that she falsified the application for employment with The Farley Center of Williamsburg Place dated October 24, 2014, in that she failed to disclose her employment with the Richmond Behavioral Authority from June 15, 2012 to May 2013, and her reason for leaving.

5. Ms. Norman has held eight nursing positions since 2012 and was terminated from one of those positions. Ms. Norman has been employed as a full-time instructor at ECPI University since August 2015 and she provided multiple positive evaluations hand-written by students.

6. Ms. Norman submitted a letter from a licensed clinical social worker dated December 17, 2015, verifying that she received outpatient counseling from September 16, 2015 to November 17, 2015, for stress and anxiety. The counselor strongly recommended that Ms. Norman continue outpatient psychotherapy.

7. While Ms. Norman was questioned about the allegations, she frequently stated that she could not remember the alleged incident. Her speech was soft, slow and she made little eye contact. At the informal conference, Ms. Norman acknowledged that she recognized the need to return to counseling.

8. There is probable cause that Ms. Norman may be unable to practice with reasonable skill and safety to patients because of mental illness.

Recommended Order

Based on the foregoing Findings of Fact and Conclusions of Law, the Agency Subordinate recommends that the Board issue an Order as follows:

1. Katherine Marie Harrell Norman is REPRIMANDED.
2. Finding probable cause that Katherine Marie Harrell Norman may be unable to practice with reasonable skill and safety to patients because of mental illness, it is ORDERED that pursuant to Virginia Code § 54.1-2400(15), Katherine Marie Harrell Norman shall undergo a mental health evaluation, to include a psychological evaluation conducted by a Board-approved specialist who holds an unrestricted license, and have a written report of the evaluation, including a diagnosis, recommended course of therapy, prognosis, and any other recommendations sent to the Board, within 90 days of the entry of this Order. Katherine Marie Harrell Norman shall provide proof to the Board that she has provided the specialist with a complete copy of this Order. Katherine Marie Harrell Norman shall execute all releases necessary for unrestricted communication between the specialist, and the Board and shall bear all costs associated with the evaluation. Upon receipt of the required report, the Board shall conduct a review of this matter and may either schedule an additional administrative proceeding to consider the evaluation and make a final disposition of the matter or close the matter without a further proceeding. **This provision of this Order is not subject to appeal.**

Certified True Copy

By 
Virginia Board of Nursing

Reviewed and approved on September 28, 2016
By Jane Elliott, R.N., Ph.D.
Agency Subordinate