

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE: TIEA ANDREWS, R.N.  
License No.: 0001-238274**

**ORDER**

Pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), a Special Conference Committee (“Committee”) of the Virginia Board of Nursing (“Board”) met on October 14, 2015 in Henrico County, Virginia, to inquire into evidence that Tiea Andrews, R.N., may have violated certain laws and regulations governing nursing practice in Virginia. Ms. Andrews was present and was not represented by counsel.

Upon consideration of the evidence, the Committee adopts the following Findings of Fact and Conclusions of Law.

**FINDINGS OF FACT**

1. Tiea Andrews, R.N., was issued License No. 0001-238274 to practice professional nursing in the Commonwealth of Virginia on June 25, 2012. Said license is set to expire on July 31, 2016. Ms. Andrews’ primary state of residence is Virginia.
2. By letter dated September 15, 2015, the Board of Nursing sent a Notice of Informal Conference (“Notice”) to Ms. Andrews notifying her that an informal conference would be held on October 14, 2015. The Notice was sent by certified and first class mail to 224 Hampton Roads Avenue, Hampton, Virginia, 23661, the address of record on file with the Board of Nursing at that time.
3. On March 18, 2014, Ms. Andrews was placed on leave from Riverside Regional Medical Center (“RRMC”) due to “erratic episodes” at work and she was required to be psychologically cleared before she could return to employment. At the informal conference, Ms. Andrews stated that she was told

that she had to get a psychological clearance and she understood that she could not return to work until the report was received, but she did not believe that she ever acted “erratic.”

4. Ms. Andrews employment with RRMC ended on May 23, 2014, after she refused to submit to a urine drug screen.

5. By her own admission, Ms. Andrews has received treatment with her local CSB since February 2008, for her addiction to the street drug methadone. As recently as January 2014, she experienced a relapse in which she was using heroin and opiates and she tested positive on a urine drug screen for cocaine and opiates. In June 2014, Ms. Andrews experienced another relapse in which she was abusing heroin.

6. On June 8, 2014, Ms. Andrews was admitted to the crisis stabilization unit with the local CSB. On June 11, 2014, she was diagnosed with major depression, polysubstance dependence, opioid dependence, and personality disorder. Ms. Andrews was transferred and admitted to the Virginia Beach Recovery Center for depression with suicidal ideations and detoxification from benzodiazepines, but Ms. Andrews denied suicidal ideations at her admission to the Recovery Center. At the informal conference, Ms. Andrews stated that she was also admitted for detoxification from methadone and that she disagreed with the diagnoses of opioid dependence and personality disorder.

7. At the informal conference, Ms. Andrews acknowledged that she has used heroin, the street drug methadone, Adderall, Ativan, cocaine and Concerta. She stated that she was dependent on the street drug methadone for approximately one year before she sought treatment in 2008, and that she became heavily dependent on controlled substances when she was 21 or 22 years old.

8. At the informal conference, Ms. Andrews acknowledged that she will always be a recovering addict. Ms. Andrews stated that she does not attend NA or AA because she feels that it is not good for her to be around other individuals who may glorify substance abuse. Ms. Andrews is not currently receiving

therapy, counseling, psychiatric treatment or substance abuse treatment and she is not prescribed any medication.

9. On her application for employment with Virginia Health Services – The Newport, Newport News, Virginia, dated August 4, 2014, Ms. Andrews indicated that she left employment with Riverside Regional Medical Center because there was no room for advancement. However, she resigned from Riverside Regional Medical Center on or about May 23, 2014, after she was asked to submit to a urine drug screen.

10. On February 19, 2015, Ms. Andrews told a Virginia Department of Health Professions investigator that she left employment with RRMC because she was overwhelmed. However, Ms. Andrews resigned without notice on or about May 23, 2014, after being asked to submit to a urine drug screen.

11. At the informal conference, Ms. Andrews stated that she did not resign from RRMC but that she was terminated for noncompliance. She stated that she did not feel that she should have to disclose her reason for leaving RRMC on an employment application because she did not want a potential employer to have any prejudgments of her.

12. Ms. Andrews is currently employed at The Children’s Clinic, a pediatric office. She stated that her employer was aware of her informal conference before the Board, but that they are not aware of her drug use or the reason she is before the Board.

13. During the informal conference, Ms. Andrews had a difficult time concentrating on each question asked and remaining focused on a single topic.

#### **CONCLUSIONS OF LAW**

1. Findings of Fact Nos. 3, 5 and 6 constitute a violation of §54.1-3007(6) of the Code.
2. Finding of Fact No. 9 constitutes a violation of §54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations.

3. Finding of Fact No. 10 constitutes a violation of §54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(n) of the Regulations.

4. Based on the above Findings of Fact, the Committee concludes that Ms. Andrews is a candidate for the Health Practitioners' Monitoring Program ("HPMP").

**ORDER**

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS as follows:

1. The Committee shall TAKE NO ACTION at this time, contingent upon Ms. Andrews' compliance with the following terms and conditions:

a. Ms. Andrews shall enter into the Health Practitioners' Monitoring Program ("HPMP"), pursuant to § 54.1-2515 *et seq.* of the Code and 18 VAC 76-10-10 *et seq.* of the Regulations Governing the HPMP, and shall have proof of entry into a Contract with the HPMP provided to the Board within 30 days of the date this Order is entered.

b. Thereafter, Ms. Andrews shall comply with all terms and conditions of the Contract with the HPMP for the period specified in the Contract.

2. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Andrews, and an administrative proceeding shall be held to decide whether her license should be revoked. Ms. Andrews shall be noticed to appear before the Board at such time as the Board is notified that:

a. Ms. Andrews has failed to make application to the HPMP;

b. Ms. Andrews is not in compliance with the terms and conditions of the HPMP, or has been terminated from participation in the HPMP;

c. There is a pending investigation or unresolved allegation against Ms. Andrews involving a violation of law or regulation or any term or condition of this Order; or

d. Ms. Andrews has successfully completed the above-referenced period of participation in the HPMP. However, upon receipt of evidence of Ms. Andrews's participation in and compliance with the HPMP, the Board, at its discretion, may waive Ms. Andrews's appearance before the Board and conduct an administrative review of this matter.

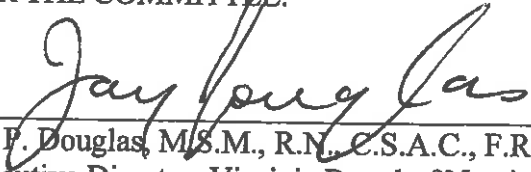
3. This Order is applicable to Ms. Andrews's multistate licensure privileges, if any, to practice professional nursing. For the duration of this Order, Ms. Andrews shall not work outside of the Commonwealth of Virginia pursuant to a multistate licensure privilege without the written permission of the Virginia Board of Nursing and the Board of Nursing in the party state where she wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

4. Ms. Andrews shall maintain a course of conduct in her capacity as a professional nurse commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.

Pursuant to §§ 2.2-4023 and 54.1-2400.2 of the Code, the signed original of this Order shall remain in the custody of the Department of Health Professions as public record and shall be made available for public inspection or copying upon request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Andrews may, not later than 5:00 p.m., on December 13, 2015, 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 COMMITTEE:



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

ENTERED: November 10<sup>th</sup>, 2015

This Order shall become final on December 13, 2015, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By   
Virginia Board of Nursing