



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

## Department of Health Professions

Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, Virginia 23233-1463

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Virginia Board of Nursing  
Jay P. Douglas, MSM, RN, CSAC, FRE  
Executive Director

Board of Nursing (804) 367-4515  
Nurse Aide Registry (804) 367-4569  
FAX (804) 527-4455

September 15, 2015

Tiea Andrews, R.N.  
224 Hampton Roads Avenue  
Hampton, Virginia 23661

**CERTIFIED MAIL**  
**9414 7266 9904 2028 4916 50**

Re: Virginia License No.: 0001-238274  
Expiration Date: July 31, 2016

Dear Ms. Andrews:

This is official notification that an informal conference will be held pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), **on October 14, 2015 at 9:00 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia 23233. You may be represented by an attorney at the conference. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code.

The Special Conference Committee ("Committee"), which is comprised of at least two members of the Virginia Board of Nursing ("Board"), will inquire into allegations that you may have violated certain laws and regulations governing nursing practice in Virginia.

Specifically:

1. You may have violated §54.1-3007(2), (5) and (6) of the Code and 18 VAC 90-20-300(A)(2)(c) of the Regulations Governing the Practice of Nursing ("Regulations") in that during the course of your employment with Riverside Regional Medical Center, Newport News, Virginia, on or about May 21, 2014, you diverted Percocet (oxycodone-acetaminophen, C-II), Flexeril and Ativan (lorazepam, C-IV), for your own personal and/or unauthorized use. When you returned to work on May 23, 2014, you were asked to submit to a urine drug screen and you pulled out two empty solu-medrol vials (methylprednisolone sodium succinate) and an empty Lasix vial from your pockets. You declined to submit to the urine drug screen and resigned. In addition, on or about June 10, 2014, while receiving treatment with the Hampton-Newport News Community Services Board ("CSB") you admitted that you had lost your job because of drug usage.

2. You may have violated §54.1-3007(6) of the Code in that you may be unsafe to practice nursing due to substance abuse and/or mental illness, as evidenced by the following:

a. On or about March 18, 2014, you were placed on leave from Riverside Regional Medical Center due to “erratic episodes” at work and you had to be psychologically cleared before you could return to employment.

b. By your own admission, you have received treatment with your local CSB since February 2008, for your addiction to the street drug methadone. As recently as January 2014, you experienced a relapse in which you were using heroin and Dilaudid and you tested positive on a urine drug screen for cocaine and opiates. In or about June 2014, you experienced another relapse in which you were abusing heroin, Adderall (C-II), and benzodiazepines.

c. On or about June 8, 2014, you were admitted to the crisis stabilization unit with the local CSB. On or about June 11, 2014, you were diagnosed with major depression, polysubstance dependence, opioid dependence, and personality disorder. You were transferred and admitted to the Virginia Beach Recovery Center for depression with suicidal ideations and detoxification from benzodiazepines.

3. You may have violated §54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that on your application for employment with Virginia Health Services – The Newport, Newport News, Virginia, dated August 4, 2014 you indicated that you left your employment with Riverside Regional Medical Center because there was no room for advancement. However, you resigned from Riverside Regional Medical Center on or about May 23, 2014, after you were asked to submit to a urine drug screen.

4. You may have violated §54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(n) of the Regulations in that on or about February 19, 2015, you told a Virginia Department of Health Professions investigator that you left employment with Riverside Regional Medical Center because you were overwhelmed. However, you resigned without notice on or about May 23, 2014, after being asked to submit to a urine drug screen.

In its deliberations, the Committee may use the Sanction Reference Points System, as contained in the Sanction Reference Manual. The manual, which is a guidance document of the Board, may be accessed at <http://www.dhp.virginia.gov/nursing>. Please click on *Guidance Documents*, then select #90-7. You may also request a paper copy from the Board office by calling (804) 367-4515.

Since the allegations listed above involve impairment, please be advised that you may make application to the Health Practitioners’ Monitoring Program (“HPMP”), which is available to all health care practitioners licensed in Virginia. Information about the HPMP is enclosed. Should you enter into a written agreement with the HPMP prior to your informal conference, the Committee will take that into consideration when deciding your case.

After the informal conference, the Committee is authorized by § 54.1-2400(10) of the Code to take any of the following actions:

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

- The Committee may place you on probation for such time as it may designate and subject to such terms and conditions as it may deem appropriate;
- The Committee may reprimand you;
- The Committee may impose a monetary penalty.

Further, the Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Committee is of the opinion that suspension or revocation may be justified, the Committee may offer you a Consent Order for suspension or revocation in lieu of a formal hearing.

If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4502, or in writing at the address listed above, of your telephone number and whether you intend to appear at the informal conference.

To facilitate this proceeding, you should submit five copies of any documents you wish the Committee to consider to the Department of Health Professions, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, by October 5, 2015. Your documents may not be submitted by facsimile or email.

You have the right to the information on which the Board will rely in making its decision. Therefore, I have enclosed a copy of the documents that will be distributed to the members of the Committee and will be considered by the Committee when discussing any allegations with you and when deliberating on your case. **These documents are enclosed only with the original 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.**

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice, can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Sincerely,



Gloria D. Mitchell-Lively, R.N., M.S.N., M.B.A.  
Deputy Executive Director

GML/sts

Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
Special Conference Committee Members  
Wendy Deaner, Adjudication Specialist  
Lisa Thomas, Senior Investigator (Case No. 158433)  
Peggy Wood, Monitoring Program Coordinator