



COMMONWEALTH of VIRGINIA

Sandra Whitley Ryals
Director

Department of Health Professions
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, Virginia 23233-1463

www.dhp.virginia.gov
TEL (804) 367-4400
FAX (804) 527-4475

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

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

May 21, 2009

Elizabeth A. Meadows, R.N.
928 Pheasant Run
Williamsburg, Virginia 23188

CERTIFIED MAIL
71603901984534284246

Re: VA License No.: 0001-142782
Expiration Date: June 30, 2010

California License No.: 698746
Expiration Date: July 31, 2008

Dear Ms. Meadows:

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 June 16, 2009 at 1:00 p.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Richmond, 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 have violated certain laws and regulations governing professional nursing 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 in that, by your own admission, during the course of your employment with Riverside Regional Hospital, Newport News, Virginia, from on or about February 2008 until on or about August 10, 2008, you diverted drugs for your own personal and unauthorized use. The drugs included fentanyl (schedule II), Dilaudid (hydromorphone, schedule II) and morphine (schedule II). Though you were on sick leave as of July 28, 2008, you returned to the facility after that date, and accessed the Pyxis machine in order to obtain several of the drugs.

2. You may have violated § 54.1-3007(6) of the Code in that you may be unable to safely practice as a professional nurse due to substance abuse and depression, as you acknowledged in a Recovery Monitoring Contract with the Virginia Health Practitioners' Intervention Program, dated November 3, 2008.

On or about August 22, 2008, the Department of Health Professions received a complaint that you may have violated certain laws and regulations governing the professional nursing in Virginia. On or about September 5, 2008, you entered a Participation Contract, and on or about November 3, 2008, you entered a Recovery Monitoring Contract with the Health Practitioners' Intervention Program ("HPIP"), pursuant to Virginia Code § 54.1-2525 *et seq.* and 18 VAC 76-10-10 *et seq.* On or about December 12, 2008, the HPIP Committee granted you a stay of disciplinary action regarding this complaint with the expectation that you would comply with the terms of your contracts. On or about February 20, 2009, due to your resignation from HPIP, the HPIP Committee voted to vacate the stay of disciplinary action.

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.

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) 367-4515, 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, Richmond, Virginia 23233, by June 9, 2009. 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.**

Also enclosed are copies of the relevant sections of the Administrative Process Act, which governs proceedings of this nature, as well as the relevant laws and regulations governing the practice of nursing in Virginia.

Sincerely,



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

GDM/bl

Enclosures

cc: Sandra Whitley Ryals, Director, Department of Health Professions
Anne G. Joseph, Deputy Director, Administrative Proceedings Division
Special Conference Committee Members
LaRhonda J. Carter, Adjudication Specialist
J.W. Turner, Senior, Investigator (Case No. 121689)
Peggy Wood, Interventior. Program Manager