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By   
Virginia Board of Nursing

VA BD OF NURSING

COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

Department of Health Professions

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

www.dhp.virginia.gov  
TEL (804) 367-4400  
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August 24, 2016

Tracy McKie Hatem, R.N.  
104 Quail Dr  
Dudley, NC 28333

DUPLICATE COPY  
VIA FIRST CLASS MAIL

DATE 8/24/16

RE: License Number: 0001-210236  
Case Number: 174668

Dear Ms. Hatem:

Pursuant to Virginia Code § 54.1-2409, you are hereby given notice that your right to renew your license to practice professional nursing in the Commonwealth of Virginia, along with any multistate privilege you may have, has been mandatorily suspended by the enclosed Order entered August 23, 2016. You are hereby advised that you may not practice professional nursing or hold yourself out as a licensed professional nurse unless and until the Board of Nursing has notified you in writing that your license has been reinstated. Please return your license to Jay P. Douglas, Executive Director of the Virginia Board of Nursing ("Board"), at the above address, immediately upon receipt of this letter.

You may apply to the Board for reinstatement of your license, and you shall be entitled to a formal administrative hearing not later than the next regular meeting of the Board after the expiration of 60 days from the Board's receipt of your reinstatement application. The reinstatement of your license shall require the affirmative vote of three-fourths of the members of the Board present at the hearing. The reinstatement application can be found at [www.dhp.virginia.gov/nursing/nursing](http://www.dhp.virginia.gov/nursing/nursing).

If you have any questions about this matter, you can contact me at (804) 367-4474 or [anne.joseph@dhp.virginia.gov](mailto:anne.joseph@dhp.virginia.gov).

Sincerely,



Anne Joseph, Deputy Director  
Administrative Proceedings Division

cc: Jay P. Douglas, Executive Director, Board of Nursing  
Enclosures

**BEFORE THE VIRGINIA DEPARTMENT OF HEALTH PROFESSIONS**

**IN RE: TRACY MCKIE HATEM, R.N.**  
**License Number: 0001-210236**  
**Case Number: 174668**

**ORDER OF MANDATORY SUSPENSION**

In accordance with Virginia Code § 54.1-2409, I, David E. Brown, D.C., Director of the Virginia Department of Health Professions, received and acted upon evidence that the license of Tracy McKie Hatem, R.N. to practice as a registered nurse in the State of North Carolina was suspended. A certified copy of the Consent Order of the North Carolina Board of Nursing is attached hereto as Commonwealth's Exhibit 1.

WHEREUPON, by the authority vested in the Director of the Department of Health Professions pursuant to Virginia Code § 54.1-2409, it is hereby ORDERED that the right of Tracy McKie Hatem, R.N. to renew her license to practice professional nursing in the Commonwealth of Virginia is hereby SUSPENDED.

Upon entry of this Order, the license of Tracy McKie Hatem, R.N. will be recorded as suspended. Should Tracy McKie Hatem, R.N. seek reinstatement of her license pursuant to Virginia Code § 54.1-2409, she shall be responsible for any fees that may be required for the reinstatement of the license prior to issuance of the license to resume practice.

This Order shall be applicable to Ms. Hatem's multistate licensure privilege, if any, to practice professional nursing in the Commonwealth of Virginia.

Pursuant to Virginia Code § 2.2-4023 and § 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 or copying on request.



\_\_\_\_\_  
David E. Brown, D.C., Director  
Virginia Department of Health Professions

ENTERED:

8/23/16  
\_\_\_\_\_

**CERTIFICATION OF DUPLICATE RECORDS**

I, David E. Brown, D.C., Director of the Department of Health Professions, hereby certify that the attached Consent Order entered May 23, 2016, regarding Tracy M. Hatem, R.N., is a true copy of the records received from the North Carolina Board of Nursing.

  
\_\_\_\_\_  
David E. Brown, D.C.

Date: 8/23/16

BEFORE THE BOARD OF NURSING  
OF THE STATE OF NORTH CAROLINA



In the matter of:

Tracy McKie Hatem, RN

License Number 273732

PUBLISHED **CONSENT ORDER**

I certify that this is a true and accurate copy of its original and has been kept in the ordinary course of business at the office of the North Carolina Board of Nursing.  
Executive Director of the Board

This matter is before the North Carolina Board of Nursing ("Board") on information regarding Tracy McKie Hatem, RN ("Licensee"). Licensee knowingly and voluntarily waives her right to a formal hearing before the Board and any judicial review of such hearing in the above-referenced matter. Both parties stipulate and agree to the findings of fact and conclusions of law recited herein and to the order imposed. By her consent, Licensee also stipulates that she knowingly and voluntarily waives her right to appeal this ORDER or challenge in any way the sufficiency of the findings of this ORDER. Licensee admits and the Board finds that:

**FINDINGS OF FACT**

1. The North Carolina Board of Nursing is a body duly organized under the laws of North Carolina and is the proper body for this proceeding under the authority granted it in Article 9A, Chapter 90 of the General Statutes of North Carolina and the rules and regulations promulgated hereunder.
2. Licensee is the holder of North Carolina Multistate Registered Nurse License Number 273732, which expires on October 31, 2016.
3. On December 31, 2015, the Board received the following complaint and began its investigation.
4. On September 8, 2015, Licensee was employed with Wayne Memorial Hospital ("Wayne") in Goldsboro, North Carolina, when a patient's daughter voiced concerns to Licensee at approximately 4:45 p.m. about the patient having bloody sputum.
5. The patient's daughter requested initiation of a Rapid Response Team ("RRT"); however, Licensee did not initiate the RRT as requested. Licensee stated to the patient's daughter, "Don't shoot the messenger. I'm just the messenger, but the doctor said this is to be expected. He's on bleeding precautions."
6. The charge nurse assisted the primary nurse. The RRT was activated and then a Code Blue was called by the charge nurse due to rapid decline of the patient's condition. The patient had a rapid increase of blood from the nose and mouth, "lost consciousness and became listless." The patient was intubated by the Code Blue team and transferred to the Intensive Care Unit.
7. On April 8, 2016, in a telephone interview with Board staff, Licensee acknowledged she did not initiate the RRT when requested by the family, she did not clearly document in the medical record the change in the patient's condition, communication with the provider about the changes or the concerns voiced by the family regarding blood thinner use and bleeding, and that she was not aware of a 33/20 blood pressure reading documented at 4:00 p.m.



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8. On April 21, 2016, a second complaint was received from Wayne.
9. On April 7, 2016, a staff member requested Licensee to administer a dose of Dilaudid to a patient; however, the staff member could not determine by reviewing the patient's medical record if the Dilaudid was administered.
10. Licensee was confronted by agency staff about a change in her behaviors. Licensee submitted to a for-cause urine drug screen which returned positive for morphine per the Medical Review Officer.
11. On May 4, 2016, Licensee acknowledged to Board staff she was experiencing a substance use disorder and was abusing alcohol and pain medications.
12. On May 5, 2016, Licensee acknowledged to additional Board staff that she diverted morphine, Dilaudid and Percocet while employed at Wayne.
13. On May 13, 2016, Licensee again acknowledged to Board staff she diverted morphine, Dilaudid and Percocet, controlled substances, and requested suspension of her license.

**CONCLUSIONS OF LAW**

1. This matter is properly before the Board and the Board has jurisdiction over Licensee and the subject matter of this case.
2. Licensee's conduct, as set out in the Findings of Fact above, constitutes grounds for discipline pursuant to N.C. Gen. Stat. 90-171.37 as follows:
  - (3) has a mental or physical disability or uses any drug to a degree that interferes with his or her fitness to practice nursing;
  - (4) engages in conduct that endangers the public health;
  - (6) engages in conduct that deceives, defrauds or harms the public in the course of professional activities or services;
  - (7) has violated any provision of this Article;
  - (8) has willfully violated any rules enacted by the Board;and Rule 21 NCAC 36 .0217(c)
  - (1) drug or alcohol abuse;
  - (2) illegally obtaining, possessing or distributing drugs or alcohol for personal or other use, or other violations of G.S. 90-86 to 90-113.8;
  - (9) abandoning or neglecting a client who is in need of nursing care, without making reasonable arrangements for the continuation of such care;

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(11) failure to maintain an accurate record for each client which records all pertinent health care information as defined in RN Rule .0224(f)(2);

and 21 NCAC 36 .0224

(f) Reporting and Recording by the registered nurse are those communications required in relation to all aspects of nursing care.

(2) Recording means the documentation of information on the appropriate client record, nursing care plan or other documents. This documentation must:

(E) verify the proper administration and disposal of controlled substances.

3. Grounds exist pursuant to N.C. Gen. Stat. 90-171.37 for the Board to revoke or suspend a license to practice nursing and invoke other such disciplinary measures such as censure or probative terms against a licensee as it deems fit and proper.

**ORDER**

1. Based on the Findings of Fact and Conclusions of Law, without further notice of proceedings, the Board enters into the following ORDER with Licensee.

2. Licensee's license will be suspended for a minimum of twelve (12) months.

3. The Board will not recommend to the Division of Health Services Regulation that Licensee be eligible to request listing as a Nurse Aide I or Medication Aide.

4. Licensee may not be listed on the Nurse Aide II Registry.

5. At such time as Licensee is permitted to petition for reinstatement of her license, she shall appear before the Licensure Review Panel ("LRP") and comply with all decisions of the LRP.

6. Prior to petitioning the LRP for reinstatement of her license, Licensee shall complete the following courses and provide proof of successful completion (a copy of the Certificates of Completion).

a. [www.learningext.com](http://www.learningext.com) online course entitled, "Sharpening Critical Thinking Skills"

b. [www.m.com](http://www.m.com) online course entitled, "Professional Communication: Speak Up, Speak Well"

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- c. www.rm.com online course entitled, "Professional Nursing Documentation"

7. This ORDER is a public record, as required by N.C. Gen. Stat. §132 and will be placed in Licensee's file. All disciplinary actions taken by the Board will be reported to the appropriate entities as outlined in Board policy and as required by state and/or federal guidelines. Those entities include, but may not be limited to, NURSYS, National Practitioner Data Bank (NPDB), the Office of the Inspector General (OIG) and any other jurisdiction in which Licensee is or has been licensed.

8. This ORDER shall take effect immediately when returned to the Board office after proper execution by both Licensee and the Board.

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BEFORE THE BOARD OF NURSING  
OF THE STATE OF NORTH CAROLINA

In the matter of: )

Tracy McKie Hatem, RN )

PUBLISHED CONSENT ORDER

License Number 273732 )

NC BOARD OF NURSING

By order of the North Carolina Board of Nursing this the 23<sup>rd</sup> day of May, 2016.

Julia L. George, RN, MSN, FRE  
Executive Director

Consented to this the 29<sup>th</sup> day of June, 2016.

Tracy McKie Hatem, Licensee's Signature

State of NORTH CAROLINA

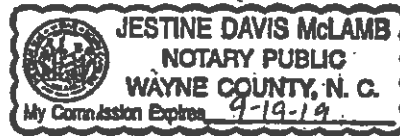
County of WAYNE

I, Jestine Davis McLamb, a Notary Public for the above-named County and State,  
do hereby certify that Tracy McKie Hatem personally appeared before me  
this day and acknowledged the due execution of the foregoing instrument.

Witness my hand and official seal :

This the 29<sup>th</sup> day of June, 2016.

Jestine Davis McLamb  
Notary Public



My commission expires: 9-19-19

JAF