

**VIRGINIA:**

**BEFORE THE BOARD OF NURSING**

**IN RE: CAROL L. WILLIAMS, L.P.N.**  
**License No.: 0002-037092**

**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 April 4, 2016, in Henrico County, Virginia, to inquire into evidence that Ms. Williams may have violated certain laws and regulations governing practical nursing practice in Virginia. Ms. Williams was present and was represented by Janet Ours, Esquire.

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

**FINDINGS OF FACT**

1. Carol L. Williams, L.P.N., was issued License No. 0002-037092 to practice practical nursing in the Commonwealth of Virginia on May 15, 1986. Said license expires on April 30, 2017. Ms. Williams holds expired nursing licenses in Florida and Maryland. Ms. Williams' primary state of residence is Virginia. Ms. Williams was previously reprimanded by Order of the Board entered July 25, 1995 based on findings of fraud, improper documentation, improper resident care, and negligence.

2. By letter dated January 8, 2016, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Williams notifying her that an informal conference would be held on February 8, 2016. By letter dated February 1, 2016, the Board of Nursing sent an Amended Notice of Informal Conference ("Amended Notice") to Ms. Williams notifying her that an informal conference would be held on February 8, 2016. Through her counsel, Ms. Williams requested a continuance on February 2, 2016. The continuance request was granted. By letter dated March 7, 2016, the Board of Nursing sent a Second Amended Notice of

Informal Conference (“Second Amended Notice”) to Ms. Williams notifying her that an informal conference would be held on April 4, 2016. The Notices were all sent by certified and first class mail to 310 Fair Oaks Avenue, Stafford, Virginia, the address of record on file with the Board of Nursing.

3. During the course of her employment with Anchor Healthcare Services, Merrifield, Virginia, while assigned to provide care to a ventilator-dependent 16-month-old infant, on May 13 and May 19, 2014, Ms. Williams was observed sleeping on duty by the infant’s mother.

4. There was no patient harm as a result of these incidents. At the informal conference, Ms. Williams denied sleeping and stated that she would close her eyes and listen to music while on duty. At the time of the incidents, Ms. Williams was also employed with American Care Partners Home Health Care & Staffing, Falls Church, Virginia (“American Care Partners”) and was working 60 to 80 hours a week.

5. As a result of these incidents, Ms. Williams’ employment with Anchor Healthcare Services was terminated on May 20, 2014.

6. Ms. Williams remains employed with American Care Partners and works 80 or more hours a week. Ms. Williams described herself as an insomniac and stated that she only required four to five hours of sleep a night. Ms. Williams stated that her employer is aware of the Board’s investigation.

7. Ms. Williams brought three letters of support to the informal conference. The mother of a current client spoke in support of Ms. Williams and about the trust that she puts in Ms. Williams to care for her five-year-old son. The witness stated that Ms. Williams had cared for her son for nearly five years, and that she had never had an issue with the care provided by Ms. Williams.

#### CONCLUSIONS OF LAW

Findings of Fact Nos. 3 constitutes a violation of § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations Governing the Practice of Nursing.

**ORDER**

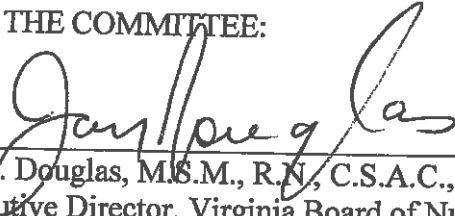
On the basis of the foregoing, the Committee hereby ORDERS as follows:

1. Carol L. Williams, L.P.N. is hereby REPRIMANDED.
2. Ms. Williams shall provide the Board with verification that she has completed the following NCSBN online courses: *Righting a Wrong: Ethics and Professionalism in Nursing* and *Professional Accountability and Legal Liability* within 90 days of the date this Order is entered. These courses shall not be credited toward the continued competency requirements for the next renewal of her license.
3. Ms. Williams shall maintain a course of conduct in her capacity as a professional commensurate with the requirements of § 54.1-3000 *et seq.* of the Code and the Board of Nursing Regulations.
4. Any violation of the terms and conditions of this Order or of any law or regulation affecting the practice of nursing in the Commonwealth of Virginia shall constitute grounds for the suspension or revocation of the license of Ms. Williams and an administrative proceeding shall be convened to determine whether such license shall be suspended or revoked.

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 on request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Williams may, not later than 5:00 p.m., on May 16, 2016, 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 P. Douglas, M.S.M., R.N., C.S.A.C., F.R.E.  
Executive Director, Virginia Board of Nursing

ENTERED: April 13<sup>th</sup>, 2016

This Order shall become final on May 16, 2016; unless a request for a formal administrative hearing is received as described above.

Certified True Copy  
By D. Fowler  
Virginia Board of Nursing