

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: KAREN M. MORRIS, R.N.
License No.: 0001-098310

ORDER

In accordance with §§ 2.2-4019, 2.2-4021 and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), an informal conference was conducted on behalf of the Board of Nursing ("Board") on January 12, 2016, in Henrico County, Virginia. Karen M. Morris, R.N., was present and was not represented by legal counsel. Jane Elliott, R.N., Ph.D., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On March 23, 2016, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Ms. Morris was not present nor was she represented by legal counsel.

Based upon its review of the Recommended Decision of the Agency Subordinate, the Board makes the following Findings of Fact and Conclusions of Law and issues the following Order.

FINDINGS OF FACT

1. Karen M. Morris, R.N., was issued License No. 0001-098310 to practice professional nursing in Virginia on August 26, 1985. The license is scheduled to expire on May 31, 2016. Her primary state of residence is Virginia.
2. By letter dated December 17, 2015, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Ms. Morris notifying her that an informal conference would be held on January 12, 2016. The Notice was sent by certified and first class mail to 282 Walnut Ridge Drive, Forest, Virginia 24551, the address of record on file with the Board of Nursing.

3. During the course of her employment with Centra Virginia Baptist Hospital, Lynchburg, Virginia, Ms. Morris diverted medications for her personal and unauthorized use and falsified patient records, as evidenced by the following:
 - a. On August 6, 2014 at 1211 hours, Ms. Morris documented administering Percocet (oxycodone, C-II) to Patient A; however, the patient denied receiving said medication.
 - b. On February 15, 2015 at 1053 hours, Ms. Morris withdrew Percocet for Patient B and at 1230 hours, she manually documented that the medication was administered at 1030 hours, which was prior to the time of withdrawal.
 - c. On February 21, 2015 at 1418 hours, Ms. Morris withdrew Percocet for Patient C and at 1927 hours, she manually documented that it was administered at 1426 hours.
 - d. On February 22, 2015 at 1258 hours, Ms. Morris withdrew Percocet for Patient C and at 1809 hours, she manually documented that it was administered at 1308 hours.
 - e. On February 22, 2015 at 1325 hours, Ms. Morris withdrew two Percocet tablets for Patient D and at 1800 hours, she manually documented that the medication was administered at 1150 hours, which was prior to the time of withdrawal.
 - f. On February 24, 2015 at 1212 hours, Ms. Morris withdrew Percocet for Patient E and at 1513 hours, she manually documented that the medication was administered at 1245 hours.
 - g. On February 24, 2015 at 1218 hours, Ms. Morris withdrew Percocet for Patient F and at 1513 hours, she manually documented that the medication was administered at 1240 hours.
 - h. On February 26, 2015 at 1340 hours, Ms. Morris withdrew two Percocet tablets for Patient F and manually documented that the medication was administered at 1342 hours and that the barcode would not scan.

- i. On February 27, 2015 at 1436 hours, Ms. Morris withdrew Percocet for Patient G and at 1917 hours, she manually documented that the medication was administered at 1440 hours.
 - j. On March 5, 2015 at 1105 hours, Ms. Morris withdrew Percocet for Patient H and at 1547 hours, she manually documented that the medication was administered at 1210 hours.
 - k. On March 14, 2015 at 1350 hours, Ms. Morris withdrew Percocet for Patient I and at 1535 hours, she manually documented that the medication was administered at 1405 hours.
 - l. On March 15, 2015 at 1133 hours, Ms. Morris withdrew Percocet for Patient J and at 1711 hours, she manually documented that the medication was administered at 1100 hours, which was prior to the time of withdrawal.
 - m. On March 26, 2015 at 1000 hours, Ms. Morris withdrew Percocet for Patient K and at 1657 hours, she manually documented that the medication was administered at 1100 hours.
 - n. On March 26, 2015 at 1501 hours, Ms. Morris withdrew Percocet for Patient K and at 1658 hours, she manually documented that the medication was administered at 1510 hours.
 - o. On March 14, 2015 at 0857 hours, Ms. Morris withdrew Percocet for Patient L and failed to document administration, waste or return to Accudose.
4. By her own admission, Ms. Morris diverted oxycodone from CentraVirginia Baptist Hospital on occasions other than those referenced above by withdrawing two tablets and keeping one tablet for herself and falsely documenting administration. Ms. Morris also obtained oxycodone from family members and friends and used it to deal with life stressors.
 5. On March 26, 2015, Ms. Morris tested positive for oxycodone, for which she did not have a valid prescription.
 6. Ms. Morris began employment at CentraVirginia Baptist Hospital on August 5, 1996, and her employment was terminated on April 9, 2015.

7. At the informal conference, Ms. Morris stated that she obtained oxycodone from a family member which resulted in the above-referenced positive drug screen. She readily admitted to diverting in 2014, but denied doing so in 2015. Ms. Morris stated that she is not addicted because she did not have any physical symptoms of dependence or withdrawal. At the informal conference, Ms. Morris stated that she took the medication as “a pick-me-up”. She is not receiving substance abuse treatment or counseling. She contacted the Health Practitioners’ Monitoring Program (“HPMP”) but decided not to enter due to finances. She is currently employed at Grace Newton Dermatology. She is prescribed Xanax (alprazolam, C-IV) and Ambien (zolpidem, C-IV) by her primary care physician.

CONCLUSIONS OF LAW

1. Finding of Fact No. 3 constitutes a violation of § 54.1-3007(2), (5), (6), and (8) of the Code and 18 VAC 90-20-300(A)(2)(c) and (e) of the Regulations Governing the Practice of Nursing.
2. Findings of Fact Nos. 4 and 5 constitute a violation of § 54.1-3007(6) of the Code.

ORDER

WHEREFORE, it is hereby ORDERED as follows:

1. License No. 0001-098310 of Karen M. Morris, R.N., is INDEFINITELY SUSPENDED.
2. The license will be recorded as suspended and no longer current.
3. At such time as Ms. Morris shall petition the Board for reinstatement of her license, an administrative proceeding will be convened to determine whether she is capable of resuming the safe and competent practice of professional nursing. Ms. Morris shall be responsible for any fees that may be required for the reinstatement and renewal of the license prior to issuance of the license to resume practice.
4. This suspension applies to any multistate privilege to practice professional nursing.
5. This suspension shall be STAYED upon proof of entry into the Health Practitioners’

Monitoring Program ("HPMP") pursuant to Chapter 25.1 of Title 54.1 of the Code and 18 VAC 76-10-10 *et seq.* of the Regulations Governing the HPMP. At such time, the indefinite suspension shall be STAYED and the following terms and conditions shall apply:

- a. Ms. Morris shall comply with all terms and conditions for the period specified by the HPMP.
- b. Any violation of the terms and conditions stated in this Order shall be reason for summarily rescinding the stay of indefinite suspension of the license of Karen M. Morris, R.N., and an administrative proceeding shall be held to determine whether her license shall be revoked. The stay of indefinite suspension may be summarily rescinded at such time the Board is notified that:
 - i. Ms. Morris is not in compliance with the terms and conditions specified by the HPMP;
 - ii. Ms. Morris' participation in the HPMP has been terminated;
 - iii. There is a pending investigation or unresolved allegation against Ms. Morris involving a violation of law, regulation, or any term or condition of this order.

6. Upon receipt of evidence of Ms. Morris' participation and successful completion of the HPMP, the Board, at its discretion, may waive Ms. Morris' appearance before a Committee and conduct an administrative review of this matter, at which time she may be issued an unrestricted license.

7. This Order is applicable to Ms. Morris' multistate licensure privileges, if any, to practice professional nursing. For the duration of this Order, Ms. Morris 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

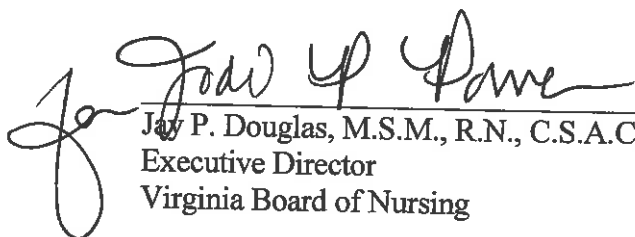
the Board.

8. Ms. Morris 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 § 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 a public record, and shall be made available for public inspection and copying upon request.

Pursuant to Section 54.1-2400(10) of the Code, Ms. Morris may, not later than 5:00 p.m., on May 4, 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.

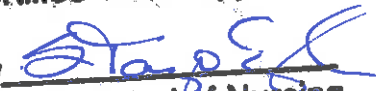
FOR THE BOARD:


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

ENTERED: April 1, 2016

This Order shall become final on May 4, 2016, unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By 
Virginia Board of Nursing