

VIRGINIA:

BEFORE THE BOARD OF NURSING

IN RE: GLENN R. HARRIS, R.N.
License No.: 0001-137735

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 October 22, 2015 in Henrico County, Virginia. Glenn R. Harris, R.N., was present and was represented by Margaret Hardy, Esquire. Allison Gregory, M.S., R.N., F.N.P.-B.C., serving as Agency Subordinate for the Board, submitted a Recommended Decision for consideration.

On January 27, 2016, a quorum of the Board met to receive and act upon the Recommended Decision of the Agency Subordinate. Mr. Harris was not present nor was he 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. Glenn R. Harris, R.N. was issued License No. 0001-137735 to practice professional nursing in Virginia on June 1, 1994. The license is scheduled to expire on May 31, 2016. His primary state of residence is Virginia.
2. By letter dated September 22, 2015, the Board of Nursing sent a Notice of Informal Conference ("Notice") to Mr. Harris notifying him that an informal conference would be held on October 22, 2015. The Notice was sent by certified and first class mail to 545 Virginia Avenue, Norfolk, Virginia 23508.
3. During the course of his employment with the Emergency Department of Riverside Regional Medical Center, Newport News, Virginia, in December 2014 and January 2015, Mr. Harris

made multiple documentation errors related to the withdrawal, administration, and wastage of Dilaudid (hydromorphone, C-II). On several occasions, Mr. Harris pulled Dilaudid for patients who did not have orders for the medication, and he did not document administering, wasting, or returning the medication.

4. Mr. Harris stated at the informal conference that the Riverside Emergency Department was always crowded and chaotic, which caused his documentation to suffer. Further, his practice was often to get a verbal order for pain medication for patients who had severe pain prior to the patients' being seen by a physician. He acknowledged that it was against hospital policy to do so. The physicians were the only ones who could enter an order in the EMR system, and they often forgot to do so. Mr. Harris stated that if there was no order in the EMR, there was nothing to chart administration, wastage, or return against.

5. Mr. Harris' employment with Riverside, which began in 2007, was terminated on February 10, 2015. There were no signs of impairment at work, and a urine drug screen was negative.

6. Mr. Harris was evaluated by Steven Waranch, Psy.D., in May 2015. Dr. Waranch did not find evidence of a substance abuse disorder.

7. Mr. Harris is currently working as a home health nurse for Personal Touch Home Health. Although many of his patients are prescribed narcotic medications, he does not administer narcotics in this position. He stated that his employer was aware of this proceeding before the Board.

8. Previously, in an Order entered October 10, 2008, the Board found that Mr. Harris had diverted Demerol while employed at the Naval Medical Center, Portsmouth, Virginia, and that he had displayed signs of impairment on duty. Mr. Harris stated that he diverted the medication in the hope that the Navy would take notice of problems around the hospital. He attributed his seeming impairment to PTSD and anxiety. The Board placed Mr. Harris on probation for two years. He complied with the terms and conditions imposed and was released from probation on November 4, 2010.

CONCLUSIONS OF LAW

Finding of Fact No. 3 constitutes a violation of § 54.1-3007(5) of the Code.

ORDER

WHEREFORE, it is hereby ORDERED as follows:

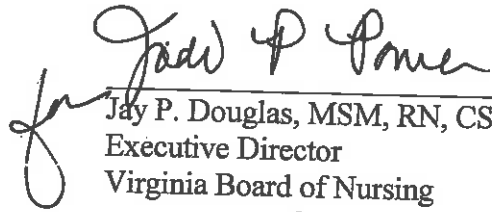
1. Glenn R. Harris, R.N. is hereby REPRIMANDED.
2. Mr. Harris shall provide the Board with verification that he has completed The following NCSBN online courses within 60 days of the entry of this Order: *Documentation: A Critical Aspect of Client Care* and *Professional Accountability and Legal Liability for Nurses*. These courses shall not be credited toward the continued competency requirements for the next renewal of his license.
3. Mr. Harris shall maintain a course of conduct in his capacity as a professional nurse 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 Mr. Harris and an administrative proceeding shall be convened to determine whether such license shall be suspended or revoked.

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, Mr. Harris may, not later than 5:00 p.m., on March 24, 2016, notify Jay P. Douglas, MSM, RN, CSAC, FRE, Executive Director, Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, in writing that he 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, MSM, RN, CSAC, FRE
Executive Director
Virginia Board of Nursing

ENTERED: February 19, 2016

This Order shall become final on March 24, 2016 unless a request for a formal administrative hearing is received as described above.

Certified True Copy

By 
Virginia Board Of Nursing