



COMMONWEALTH of VIRGINIA

David E. Brown, D.C.
Director

Department of Health Professions

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Virginia Board of Nursing
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Executive Director

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NOTICE OF INFORMAL CONFERENCE BEFORE AN AGENCY SUBORDINATE

September 22, 2015

Glenn R. Harris, R.N.
545 Virginia Avenue
Norfolk, Virginia 23508

CERTIFIED MAIL
9414726699042028458325

RE: VA License No.: 0001-137735
Expiration Date: May 31, 2016

Dear Mr. Harris:

This letter is official notification that an informal conference of the Virginia Board of Nursing ("Board") will be held on **October 22, 2015 at 9:00 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia. In accordance with §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended ("Code"), this informal conference will be held before an agency subordinate of the Board of Nursing. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code. The agency subordinate will inquire into allegations that you may have violated certain laws and regulations governing professional nursing practice in Virginia.

Specifically, you may have violated § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(c) of the Regulations Governing the Practice of Nursing in that during the course of your employment with the Emergency Department of Riverside Regional Medical Center, Newport News, Virginia, you diverted Dilaudid (hydromorphone, C-II) from hospital supplies, as evidenced by the following:

1. On or about December 10, 2014, at 13:35, you removed one 1mg/ml syringe of Dilaudid for Patient A, who did not have an order for this medication. You did not document administration of Dilaudid, and you documented wasting 1mg at 16:26, approximately three hours after removing it.

2. On or about December 17, 2014, at 10:52, you removed one 1mg/ml syringe of Dilaudid for Patient B, who did not have an order for this medication at this time. You did not document administering, wasting, or returning this medication.

3. On or about December 28, 2014, at 07:51, you removed one 1mg/ml syringe of Dilaudid for Patient C, who did not have an order for this medication. You documented wasting 1mg of Dilaudid at 10:03, more than two hours after removing it.

4. On or about December 28, 2014, at 16:07, you removed one 1mg/ml syringe of Dilaudid for Patient D, who did not have an order for this medication. You documented returning 1mg of Dilaudid at 17:01, almost an hour after removing it.

5. On or about January 1, 2015, you removed one 1mg/ml syringe of Dilaudid at 10:11, 10:12, 11:55, 13:32, and 13:57 for Patient E, who had orders for this medication at 10:08, 11:40, and 14:34.

6. On or about January 3, 2015, at 08:27, you removed one 1mg/ml syringe of Dilaudid for Patient F, who was not in the Emergency Department on this date. You documented returning this medication at 08:52.

7. On or about January 3, 2015, at 18:21, you removed one 1mg/ml syringe of Dilaudid for Patient G, who did not have an order for Dilaudid at that time. You documented wasting this medication at 19:24, over an hour after removing it.

8. On or about January 17, 2015, at 11:59, you removed one 1mg/ml syringe of Dilaudid for patient H, who did not have an order for Dilaudid. You did not document administration, wastage, or return of this medication.

Please see Attachment I for the names of the patients referenced above.

In its deliberations, the agency subordinate 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 consideration of all information, the agency subordinate may:

- If the agency subordinate finds that there is insufficient evidence to warrant further action or that the charges are without foundation, notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
- Recommend findings of fact, conclusions of law and a sanction, to include a reprimand, placing you on probation with terms, suspension or revocation of your license, or imposing a monetary penalty pursuant to § 54.1-2401 of the Code.

Further, the agency subordinate may refer this matter for a formal administrative proceeding pursuant to § 2.2-4020 of the Code.

Board's Review of Agency Subordinate's Recommended Decision

If you **appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation and move the case to formal hearing. If you do not agree with the decision of the Board, you have the right to a formal administrative hearing before the Board.

If you **fail to appear in person or by counsel at the informal conference**, the recommendation of the agency subordinate will be presented to a quorum of the Board. The Board may accept or modify the recommendation, or reject the recommendation. The Board's decision regarding the agency subordinate's recommendation is a final order that can only be appealed to circuit court as provided by Rule 2A:2 of the Supreme Court of Virginia.

You have the right to information that will be relied upon by the agency subordinate in making a decision. Therefore, I enclose a copy of the documents that will be distributed to the agency subordinate, and will be considered when discussing the allegations with you and when deliberating upon 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.**

To facilitate this proceeding, you should submit five copies of any documents you wish the agency subordinate to consider to the Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Richmond, VA 23233, by October 16, 2015. Your documents may not be submitted by facsimile or email.

You may be represented by an attorney at the informal conference. If you obtain counsel, you should do so as soon as possible, because absent good cause to support a request for a continuance, the informal conference will be held on October 22, 2015. A request to continue this proceeding must state **in detail** the reason for the request and must establish good cause. Such request must be made, in writing, to me at the address listed on this letter and must be received by 12 noon on October 16, 2015. Only one such motion will be considered. Absent critical circumstances, such as personal or family illness, a request for a continuance after October 16, 2015 will not be considered.

Relevant sections of the Administrative Process Act, which govern proceedings of this nature, as well as laws relating to the practice of nursing and other healing arts in Virginia cited in this notice can be found on the Internet at <http://leg1.state.va.us>. To access this information, please click on the *Code of Virginia* for statutes and *Virginia Administrative Code* for regulations.

Please advise the Board, in writing, of your intention to be present. If you have any questions regarding this notice, please contact our office, at (804) 367-4576.

Sincerely,



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

Enclosures

cc: Anne Joseph, Deputy Director, Administrative Proceedings Division
Patricia Harte-Byers, Senior Investigator (Case #161316)
Agency Subordinate
Margaret Hardy, Esquire, 1111 East Main Street, Suite 2400, Richmond VA 23218