

VIRGINIA:

BEFORE THE BOARD OF NURSING

**IN RE: MICHELLE R. YOUNG, R.N.
License No.: 0001-150010**

CONSENT ORDER

The Virginia Board of Nursing ("Board") and Michelle R. Young, R.N., as evidenced by her signature hereto, enter into the following Consent Order affecting Ms. Young's license to practice professional nursing in Virginia.

The Board adopts the following Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Michelle R. Young, R.N., was issued License No. 0001-150010 to practice professional nursing by the Virginia Board of Nursing on July 31, 1996. Said license is set to expire on December 31, 2013. Ms. Young's primary state of residence is Virginia.
2. On August 14, 2011, during the course of her employment with Carilion Roanoke Memorial Hospital, Roanoke, Virginia, Ms. Young was observed having slurred speech, glazed eyes and a flushed face. A urine drug screen was conducted and Ms. Young's test was positive for butalbital (C-III).
3. On September 1, 2011, Ms. Young entered a Carilion Clinic: Drug/Alcohol Free Workplace Compliance Agreement, administered through the Employee Assistance Program. As required in the contract, Ms. Young agreed to abstain from opiate medications. On October 20, 2011, Ms. Young tested positive for opiate metabolites. Ms. Young had been prescribed Roxicodone (C-II) for shoulder pain, a violation of her contract.
4. On November 1, 2011, Ms. Young's employment with Carilion Roanoke Memorial Hospital was terminated.

5. On December 15, 2010, Ms. Young entered the Health Practitioners' Monitoring Program ("HPMP"). She signed a Recovery Monitoring Contract on March 21, 2011.

CONCLUSIONS OF LAW

Findings of Fact Nos. 2 and 3 constitute a violation of § 54.1-3007(5) and (6) of the Code of Virginia (1950), as amended ("Code").

CONSENT

Michelle R. Young, R.N., by affixing her signature hereon, agrees to the following:

1. She has been advised to seek advice of counsel prior to signing this document;
2. She acknowledges that without her consent, no legal action can be taken against her except pursuant to the Virginia Administrative Process Act, § 2.2-4000(A) *et seq.* of the Code;
3. She acknowledges that she has the following rights, among others: the right to an informal fact finding conference before the Board, the right to reasonable notice of said hearing, the right to representation by counsel, and the right to cross-examine witnesses against her;
4. She waives all such right to an informal conference;
5. She admits to the Findings of Fact and Conclusions of Law contained herein and waives her right to contest such Findings of Fact and Conclusions of Law in any subsequent proceeding before the Board;
6. She consents to the entry of the following Order affecting her right to practice professional nursing in Virginia.

ORDER

WHEREFORE, on the basis of the foregoing, the Virginia Board of Nursing, effective upon entry of this Order, and in lieu of further proceedings, hereby ORDERS that the Board TAKE NO ACTION at this time contingent upon Michelle R. Young's compliance with the following terms and conditions:

1. Ms. Young shall continue to comply with all terms and conditions of the Recovery Monitoring Contract (“Contract”) with the HPMP for the period specified in the Contract.

2. Any violation of the terms and conditions stated in this Order shall be reason for revoking the license of Ms. Young, and an administrative proceeding shall be held to decide whether her license should be revoked. Ms. Young shall be noticed to appear before the Board at such time as the Board is notified that:

a. Ms. Young is not in compliance with the terms and conditions of the HPMP, or has been terminated from participation in the HPMP;

b. There is a pending investigation or unresolved allegation against Ms. Young involving a violation of law or regulation or any term or condition of this Order; or

c. Ms. Young has successfully completed the above-referenced period of participation in the HPMP. However, upon receipt of Ms. Young’s participation in and compliance with the HPMP, the Board, at its discretion, may waive Ms. Young’s appearance before the Board and conduct an administrative review of this matter.

3. This Order is applicable to Ms. Young’s multistate licensure privileges, if any, to practice professional nursing in the Commonwealth of Virginia. For the duration of this Order, Ms. Young 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 Ms. Young wishes to work. Any requests for out of state employment should be directed, in writing, to the Executive Director of the Board.

4. Ms. Young 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 §§ 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 upon request.

FOR THE BOARD

for Gloria Mitchell
Jay P. Douglas, R.N., M.S.M., C.S.A.C.
Executive Director, Virginia Board of Nursing

ENTERED: May 4, 2012

SEEN AND AGREED TO:

Michelle R. Young, RN
Michelle R. Young, R.N.

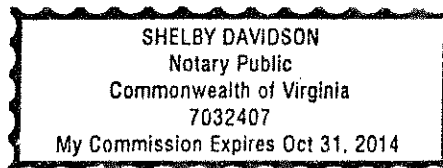
COMMONWEALTH OF VIRGINIA,
COUNTY/CITY OF Henrico, TO WIT:

Subscribed and sworn to before me, Shelby Davidson
~~Michelle Young~~, a Notary Public, this 27 day of
April, 2012. *SD 4-27-12*

My commission expires 10-31-2014

Registration Number 7032407

Shelby Davidson
NOTARY PUBLIC



Certified True Copy
By agraham
Virginia Board of Nursing