



# COMMONWEALTH of VIRGINIA

David E. Brown, D.C.  
Director

*Department of Health Professions*  
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Virginia Board of Nursing  
Jay P. Douglas, MSM, RN, CSAC, FRE  
Executive Director

Board of Nursing (804) 367-4515  
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## NOTICE OF INFORMAL CONFERENCE

July 7, 2015

Joyce K. Leshore, L.P.N.  
3584 Dutchman Road #37  
Charlottesville, Virginia 22911

**CERTIFIED MAIL**  
**9414 7266 9904 2003 2466 02**

Re: VA License No.: 0002-076435  
Expiration Date: July 31, 2015

Dear Ms. Leshore:

This is official notification that an informal conference will be held pursuant to §§ 2.2-4019, 2.2-4021, and 54.1-2400(10) of the Code of Virginia (1950), as amended (“Code”), on **August 3, 2015, at 9:00 a.m.**, at the Department of Health Professions, Perimeter Center, 9960 Mayland Drive, Suite 201, Henrico, Virginia 23233. You may be represented by an attorney at the conference. This informal conference will be convened as a public meeting pursuant to § 2.2-3700 *et seq.* of the Code.

The Special Conference Committee (“Committee”), which is comprised of at least two members of the Virginia Board of Nursing (“Board”), will inquire into allegations that you may have violated certain laws and regulations governing nursing practice in Virginia.

Specifically:

1. You may have violated § 54.1-3007(5) and (8) of the Code in that on or about November 7, 2014, during the course of your employment with the Laurels at Charlottesville, Charlottesville, Virginia, another nurse removed a 30ml bottle of Roxanol (morphine, C-II) from the Omnicell machine for you for Patient A for which you failed to initiate a narcotic count sheet. You subsequently failed to document the administration of two doses of 0.5ml of Roxanol to the patient and failed to properly label and store the bottle.

2. During the course of your employment with the Colonnades Health Care Center, Charlottesville, Virginia:

a. You may have violated § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations Governing the Practice of Nursing ("Regulations") in that on or about September 17 and 18, 2013, and on or about October 3, 2013, you failed to complete required calibrations on a glucometer and thereafter recorded fictitious readings in the log book indicating you had performed the calibrations as required.

b. You may have violated § 54.1-3007(5) and (8) of the Code in that on or about October 3, 2013, you failed to record the results of a patient's fingerstick on the medication administration record.

3. You may have violated § 54.1-3007(6) of the Code in that on or about June 7, 2013, during the course of your employment with Westminster Canterbury of the Blue Ridge, you appeared to be impaired while on duty in that staff noted that you were "acting strange," inappropriately touching staff members, and had glazed eyes and smelled of alcohol. You subsequently refused to submit to a reasonable suspicion drug screen.

4. On or about July 7, 2010, during the course of your employment with Autumn Care, Madison, Virginia:

a. You may have violated § 54.1-3007(2), (5), and (8) of the Code and 18 VAC 90-20-300(A)(2)(f) of the Regulations in that you failed to respond in a timely manner upon being notified by staff that Resident A required assistance. You also spoke to the resident in an appropriate tone.

b. You may have violated § 54.1-3007(5) and (8) of the Code in that you administered Seroquel to Resident A, but failed to document the order or the administration of the medication.

5. You may have violated § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(e) of the Regulations in that on your application for employment with Charlottesville Health and Rehabilitation Center, Charlottesville, Virginia, dated in or about January 2015, you failed to list your prior employments with and terminations from the Colonnades Health Care Center, Autumn Care, and Westminster Canterbury of the Blue Ridge. You also failed to list your prior employments with Woodmont Health Care Center, Golden Living Center, and Orange County Nursing Home.

6. You may have violated § 54.1-3007(2) of the Code and 18 VAC 90-20-300(A)(2)(n) of the Regulations in that on or about April 17, 2015, when interviewed by an investigator with the Virginia Department of Health Professions, you failed to disclose your prior employments with Culpeper Pediatric, Our Lady of Peace, Maxim Healthcare, Woodmont Health Care Center, Golden Living Center, and Orange County Nursing Home.

Please see Attachment I for the names of the individuals referred to above.

In its deliberations, the Committee 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.

Since the allegations listed above involve impairment, please be advised that you may make application to the Health Practitioners' Monitoring Program ("HPMP"), which is available to all health care practitioners licensed in Virginia. Information about the HPMP is enclosed. Should you enter into a written agreement with the HPMP prior to your informal conference; the Committee will take that into consideration when deciding your case.

After the informal conference, the Committee is authorized by § 54.1-2400(10) of the Code to take any of the following actions:

- If the Committee finds that there is insufficient evidence to warrant further action or that the charges are without foundation, the Committee shall notify you by mail that your record has been cleared of any charge which might affect your right to practice nursing in the Commonwealth;
- The Committee may place you on probation for such time as it may designate and subject to such terms and conditions as it may deem appropriate;
- The Committee may reprimand you;
- The Committee may impose a monetary penalty.

Further, the Committee may refer the case to the Board of Nursing or a panel thereof for a formal hearing. If the Committee is of the opinion that suspension or revocation may be justified, the Committee may offer you a Consent Order for suspension or revocation in lieu of a formal hearing.

If you fail to appear at the informal conference, the Committee may proceed to hear the case in your absence and may take any of the actions outlined above. At least ten days prior to the scheduled date of the conference, please inform this office at (804) 367-4515, or in writing at the address listed above, of your telephone number and whether you intend to appear at the informal conference.

To facilitate this proceeding, you should submit five copies of any documents you wish the Committee to consider to the Department of Health Professions, Board of Nursing, Perimeter Center, 9960 Mayland Drive, Suite 300, Henrico, Virginia 23233, by July 27, 2015. Your documents may not be submitted by facsimile or email.

You have the right to the information on which the Board will rely in making its decision. Therefore, I have enclosed a copy of the documents that will be distributed to the members of the Committee and will be considered by the Committee when discussing any allegations with you and when deliberating on 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.**

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.

Sincerely,

A handwritten signature in black ink, appearing to read "Gloria D. Mitchell-Lively", with a stylized flourish at the end.

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

GML/dt

Enclosures

cc: Anne G. Joseph, Deputy Director, Administrative Proceedings Division  
Special Conference Committee Members  
Amanda E. M. Blount, Adjudication Specialist  
Cynthia Gaines, Adjudication Specialist  
Kevin M. Pultz, Senior Investigator (Case no. 160194)  
Ron Houser, Senior Investigator (Case no. 133093)  
Peggy Wood, Monitoring Program Manager